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CAUT/ACPU BULLETIN

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The Hon. Jean Chrétien
Leader: Liberal Party of Canada

Paul Martin Jr., M.P.
LaSalle-Émard

Ron Duhamel, M.P.
St. Boniface

Chaviva Hosek
Liberal research bureau

Mac Harb, M.P.
Ottawa-Centre

Convention

PSE, research and the Liberal convention

By Donald C. Savage
Executive Director, CAUT

The federal Liberal Party met in Hull in February to chart a program for the next election. The emotional issues were free trade, abortion and the constitution. However, it was clear that the social programs, including support of post-secondary education, were very much on the mind of the delegates, perhaps stimulated by the way in which the NDP had seized these issues in past months in its demands for a social charter.

The convention began with strong speeches from Chaviva Hosek and Paul Martin Jr., co-chairs of the Liberal platform drafting committee, to the Young Liberals on the new platform.

Paul Martin spoke vigorously about the need for an effective policy on research and development and of how the universities were key to this. He stressed the need for education and training and the social justice side of the Liberal platform.

Most of the discussion in this session focused on post-secondary education and social justice issues although these were not a priority for the Young Liberals in the resolutions which they had adopted prior to the convention.

Jean Chrétien, in opening the policy session, got the loudest response from the delegates with a ringing defence of medicare and the social programs. He also spoke about education, a theme which he has been developing over the past few months. In his closing remarks he emphasized training as well as research and development.

Both Ron Duhamel, the Liberal critic, and Mac Harb, the MP for Ottawa Centre, were very visible in support of post-secondary education policies.

The conference broke into work shops, followed by two plenaries. The party brought forward a series of priority resolutions for the plenaries, and the workshops were allowed to add one additional resolution each.

It was evident that the Liberals think that they will be the next government, and the high command of the party successfully ensured that the party would not be saddled with resolutions with which they could not live. This sometimes meant muddy resolutions.

One such was the priority resolution brought forward by the Standing Committee on Policy Development on education and training.

...education and skills training will be priorities and will not succumb to decreased funding and budget cuts...

The university community will no doubt welcome the commitment not to reduce funding, but the conference failed to incorporate in the resolution any attack on the EPF cuts by the present government or even mention EPF at all. This was not exactly a ringing defence of the federal funding role.

There was, on the other hand, a commitment to national objectives and standards to guarantee accessibility and comparative quality, and another in favour of a national campaign to fight illiteracy.

Finally there was a clause which no one could explain committing the party to centres of excellence

continued on page 12

Le congrès des Libéraux fédéraux et l'enseignement supérieur

par Robert Léger
agent des relations avec
les gouvernements, ACPU

Les discussions du congrès libéral portant sur l'assurance-maladie, l'avortement et la Constitution ont été passionnées et remplies de beaucoup d'émotivité. Cependant, il était clair que les programmes sociaux, incluant l'enseignement postsecondaire, faisaient partie des préoccupations de nombre de délégués qui s'étaient rendus à Hull en février.

Lors de la rencontre avec les jeunes Libéraux, Paul Martin junior (coprésident de la préparation électorale) a promis que son parti augmenterait le soutien à la R&D dans les hôpitaux et les universités. Lors de la même rencontre, Chaviva Hosek (l'autre coprésidente de la préparation électorale) a déclaré que la taxe sur les prêts étudiants était insensée, même si elle ignorait si le parti avait une politique à ce sujet. À la fin de la rencontre, Paul Martin s'est opposé à la TPS sur les livres déclarant que les Conservateurs taxaient les livres avec la TPS parce qu'ils taxent les choses qu'ils n'utilisent pas!

Dans son discours aux délégués, le chef libéral Jean Chrétien a brièvement parlé d'éducation et de recherche et développement. Il a suscité les applaudissements les plus enthousiastes lorsqu'il a défendu l'assurance-maladie et lorsqu'il a décrit la situation des chômeurs.

Résolutions sur les politiques

Les délégués libéraux ont

suite à la page 12

CAUT takes proposals to NDP gov't of Sask.

By Fred Wilson
President, CAUT

CAUT recently took its constitutional proposals to Saskatchewan. The message was that the three NDP governments and the Atlantic provinces should pressure Ottawa to put the funding of post-secondary education and medicare squarely on the constitutional agenda.

"The provinces have an opportunity for the first time in many years to force the federal government to make a deal and they're unlikely to get such an opportunity again for another dozen years, so they really should do it now," was the message given to Carol Teichrob, Saskatchewan's minister of education, including higher education.

"The federal government wants a deal on the Constitution — since that requires the agreement of seven provinces with 50 per cent of the population, all that the Atlantic premiers and NDP premiers have to say is 'no deal on the Constitution unless we get post-secondary education and medicare.'"

John Conway, President of the University of Regina Faculty Association, and Arne Paus-Jenssen, his counterpart in the University of Saskatchewan Faculty Association, joined Fred Wilson, President of CAUT, in urging Ms. Teichrob to join with other ministers and premiers to present a united front supporting transfer payments for advanced education.

This meeting was yet another in a series that CAUT has been having, along with provincial associations, with provincial premiers and ministers of higher education across Canada.

CAUT and CUFA/BC had earlier met with Tom Perry, Minister of Higher Education in British Columbia. It had joined with the UPEI Faculty Association in meeting with Premier Joe Ghiz of Prince Edward Island, and with the Memorial University of Newfoundland Faculty Association in meeting with Premier Clyde Wells.

CAUT again pointed out that the present federal government has adopted a budgetary strategy that aims to make its participation in such areas of shared responsibility as post-secondary education and medicare devoid of all real meaning by cutting the cash transfers to the provinces.

In 1986 Ottawa began reducing by two per cent the "escalator" that automatically increased EPF transfers. The escalator was then frozen at zero for five years starting in 1990-91. During the freeze, starting in 1990-91, the increase in the transfers is equal to the provincial population increase. From 1989-90 to 1994-95 the increase in Saskatchewan is estimated to average 0.75 per cent.

This is certainly not sufficient to cover inflation, resulting in a net loss in constant dollars. If the population should decline and the number of students increase, as it did for three years in the 1980s, this would seriously aggravate the problem for the provincial government.

continued on page 2

Nouvelles brèves
Page 5

Secrecy Oath
Page 10

Law and PSE
Page 9

'No man's land' revisited

With respect to Norman Mackenzie's letter in the January issue of the *Bulletin* I would like to point out that Protagoras did not say "man is the measure of all things." He said, "pantōn chrematōn metron estin anthropōs." The last word is like German Mensch and means "human being." "Man" is now unacceptably restrictive in the minds of most hearers and should be discarded as a translation. That it was the first choice for a translation so long is, I imagine, precisely the point the people Professor Mackenzie objects to are trying to make.

Robert L. Fowler
Faculty of Arts
University of Waterloo

Professor Norman Mackenzie is mistaken in thinking (Letters, January) that his difficulty over the word "man" is in any way new. The problem — that users of "man" often intend or claim to intend a universal meaning, while the word has in many contexts a meaning restricted to one gender only — is a venerable one.

It is a linguistic problem first and foremost, though it is also an ideological or cultural one. German speakers escape it: not because of any ideological or cultural advantage, but simply because the word "Mensch" does not exclude the female.

Having no Greek, I have no idea whether the problem ever arose for Protagoras or Plato. But it existed for Shakespeare and Pope, whom Professor Mackenzie cites as if they had inhabited some gender-free Golden Age.

Rosencrantz and Guildenstern, on-stage listeners to the words which Mackenzie quotes from Hamlet, were more knowing, as we can see from the continuation of the speech. "Man delights not me; nor woman neither, though by your smiling you seem to say so."

And Pope's *Essay on Man* elicited two *Essays on Woman*. John Wilkes achieved the goals he had in mind for his pornographic doggerel, 1762: it caused much outrage, and still has some scandalous reputation. The probably pseudonymous "Mary Seymour Montague" must have hoped to effect some change in attitudes with her indignant riposte, 1771. She cannot have succeeded, since despite her poetic skill she was, then and later, ignored.

Many thinkers and philosophers, during the Renaissance and later, have used the word "man" in good faith, intending it to be taken universally. Rosencrantz and Guildenstern, Wilkes, and numbers of women readers, testify to the exclusion which the word nonetheless insists on implying. This is a real problem, and pointing out its funny side does not solve it or make it go away.

"In most Male Systems," wrote Mary Seymour Montague, "Women are bely'd." She was right, you know.

Prof. Isobel Grundy
Department of English
University of Alberta

It is always amusing to watch the opponents of so-called "political correctness" wax jocular over the English language. Their comments might be more interesting, however, if they did not trot out the same old canards time after time. Although I cannot speak for Norman Mackenzie's given name ("'No man's land' looms" — letter, Jan/92), surely by now the point has been made often enough that, whatever its Latin root, in modern English "human" is gender-neutral. Thus Professor Mackenzie's mock concern over the term "humanist" would be funnier if this question hadn't been done to death already.

As well, the playful-if-slightly-shop-worn joke that those who lead meetings may now be mistaken for pieces of furniture, because we have substituted the word "chair" for "chairman," has probably outlived whatever comic potential it once possessed.

Still, Professor Mackenzie is right to object strongly to the removal of the maxim "Man is the measure of all things" from a course on the English Renaissance. The writer of the "cheerful little note" who made this suggestion has obviously failed to see the pedagogical possibilities in this classical construction. It provides a neat, epigrammatic summary of the way in which a patriarchal system's exclusion of women is reflected, in this case badly, in its language.

It might even lead to the inclusion of such writers as Mary Sidney Herbert and Amelia Lanier in the class, although this may be a startling idea to a letter writer whose missive conspicuously lacks female examples. Indeed, Hamlet's "What a piece of work is man" speech, which Professor Mackenzie fears will have to be excised for the sake of consistency, would be sorely missed as well — especially in its relation to the prince's various ancillary comments about women throughout the play.

As for Pope's *Essay on Man*, there is always his *Epistle 2. To a Lady* to offset any ideas about the inclusiveness of that particular "imp's" use of the masculine term.

We do live in "fascinating times," as Professor Mackenzie states — times in which we can begin to redress the gender imbalances which have defined our disciplines and institutions. This challenging process might even take longer than the two sabbaticals he feels would be required to come to terms with the resulting issues. In the meantime, a little levity is very welcome — as long as it is not a substitute for serious thought.

Richard Nemesvari
Ass. Prof., Dept. of English
St. Francis Xavier University

Competitiveness — lesson in hypocrisy?

Re: Competitiveness: Study at cross-purposes with constitution

If Canada's business and media pundits have their way, our new national anthem will soon be "O Canada, let us compete in the international marketplace."

But there is an anomaly to their message. The Canadian media themselves do not compete in the international marketplace. They sell to local markets, and their products are not published outside the country. At the same time, about half of our business leaders are on the payroll of foreign multinationals and do not work for Canada-based companies, but for their foreign competitors.

As if hypocrisy were not enough, these same geniuses keep telling Canadians that we must cut back precisely where our social investment is most internationally competitive.

Consider our national health and higher education systems, for example. In our universities, unlike Canadian business or media circles, professors can't get a job at the most junior level without a proven record of success in global competition through state-of-the-art publications in internationally recognized journals.

In our health-care system, the combination of universal access and $1000-less per capita expenditure has made Canada's national health program a model for U.S. legislators and a leader in the world.

But jumping to the tune of market ideologues who themselves are not internationally competitive, the Tory federal government has slashed Established Programs Financing for our higher education and health care systems to a projected zero in the future, and generally downgraded the best place in the world to live into a U.S. dependency in crisis.

Conclusion? The real problem with Canada's international competitiveness is that those bawling most loudly for it are slashing at the roots of what is best in our country, while themselves selling in a captive domestic market or working for foreign multinationals.

John McMurtry
Guelph, Ontario

Lobby principles cause concern

Two of the principles announced for the Coalition to Lobby Governments, printed in your January 1992 *Bulletin* seriously concern me. The first is the second part of principle e) supporting collaboration of public institutions with the private sector but "opposing the commercialization and privatization of existing post-secondary educational institutions."

I think the coalition should take a more specific stand on support of any sort for public (and private) educational institutions by the private sector. The principle that is badly needed is that any such support must be at a remove, that is that the use of the funds given by the private sector must not be controlled by the donor. It would be acceptable to support a Chair, an area of endeavour, or a facility, but such funds once given should be under peer-reviewed majority control of the recipient institution.

The second principle of perhaps greater concern is g) stating that the aim is "increased funding ... ." Post-secondary educational institutions are assumed to be the acme of wisdom. It seems to me unwise to join the clamour of all publicly supported groups for "more, more!" in the present difficult economic circumstances without some specific proposals to control the amount of support and to justify such needs.

Just like industry, post-secondary institutions must become leaner and meaner. Does society need, for example, as many new students annually as universities accept? What specific roles will such students play later in life? Is it justifiable to leave most classrooms empty one-third of the year? Are present student-teacher ratios economically rather than philosophically acceptable? Should such an institution as OISE be closed, having long lost justifiable existence? What ratios of fun to hard education can we afford?

Maybe my list is a provocative exaggeration, but my point is that unless we ask such questions, governments will not be able to take us seriously now and in any future economic depression. Also, perpetuation of unjustifiable elements of our status quo is not advancing the significance of post-secondary education to society.

Dr. J.V. Frei
Prof. of Pathology
University of Western Ontario

Study seeks input

I am currently doing a study, hopefully to be published in book form, about the Grievance Appeal system and procedures here at the University of Western Ontario and would like to hear from colleagues across the country who are interested in the subject.

I would particularly be interested in hearing from colleagues who have availed themselves of the procedure or have served on grievance committees at their own institutions.

F.R. Atance
Prof. Dept. of French
University of Western Ontario

Comments? Questions?

The editor invites letters, articles, and suggestions from readers. Letters of more than 300 words will be edited for reasons of space. Write, telephone or fax:

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CAUT takes proposals to NDP gov't of Sask.

continued from page 1

CAUT noted that for Saskatchewan, from 1986-87 to 1994-95 the cumulative loss will surpass $335 million, for British Columbia it will surpass $1,000 million, for Ontario it will surpass $3,312 million.

At the same time, while the escalator for total transfers (cash and tax points) is frozen, the cash portion of the transfers is being reduced. All cash transfers to the provinces for post-secondary education will disappear completely early in the next decade.

CAUT presented to Ms. Teichrob the policy on funding of universities that had been adopted at its Council meeting of September, 1991. This policy proposed that the haggling over who is responsible for funding of universities could be ended by having post-secondary education explicitly recognized in the Constitution as an area of shared federal-provincial responsibility.

CAUT suggested that the details of national standards and of funding responsibilities be a matter of negotiation between the federal and provincial governments.

Once such an arrangement is agreed to by the federal government and seven provinces with 50 per cent of the population, no party could change it save with the agreement of the federal government and seven provinces with 50 per cent of the population. Any attempt otherwise to unilaterally change the agreement by either the federal or provincial governments would be subject to judicial review and enforcement.

Such agreements would normally be subject to re-negotiation at regular intervals.

CAUT also noted that it is part of its policy that, given the distinct cultural needs of Quebec and the aboriginal peoples, arrangements may be needed in these cases that differ from those for the rest of Canada.

It was noted that separate arrangements for Quebec have existed for years in the area of student aid. We should not fear similar arrangements in other aspects of post-secondary education if Quebec requests it, so long as no one is financially disadvantaged.

However, CAUT also emphasized that to give the federal government the power to act in the area of post-secondary education without financial responsibility would be to give it an empty power.

CAUT therefore suggested to the minister that the provinces should therefore insist that parallel to any constitutional deal that settles the responsibility of each level

continued on page 11

Carol Teichrob, Minister of Advanced Education, Saskatchewan

John Conway, President, University of Regina Faculty Association

Salary freeze — just another unjust tax

In the Atlantic provinces, provincial governments have imposed salary freezes on university employees. Elsewhere provincial governments are urging restraint. Pressures are being exerted to have faculty associations re-open negotiated contracts and to accept salary freezes in place of negotiated increases.

Often our colleagues have — thoughtlessly — called upon faculty associations to voluntarily accept salary freezes in order to "help the university out," perhaps to "save jobs" during the times of fiscal restraint imposed by unreasonably low government grants. This restraint, whether informally imposed by pressure or imposed by law, is unjust and should be resisted.

First, recall what a salary freeze really means. We give up an expected salary increase for one year. But not just for one year, since that decreases the base upon whicb all subsequent percentage increases will be calculated. It therefore amounts in effect to accepting a salary cut for every further year of our employment to the university.

In addition, our pensions are calculated upon the amount of salary we receive in our final years. The latter will be depressed if we accept a salary freeze now. So therefore will our pensions. To accept a salary freeze will commit us to donating to the university for the rest of our lives. That may make it easier for future governments but I think that few are inclined to be so generous.

Secondly, we must ask ourselves what either the university or the government would do if the university were to receive a grant that was higher than anyone had anticipated. When it is lower we are asked to re-open contracts and negotiate a decrease. But suppose that the grant were more generous than expected and the faculty association or union were to go to the university president and ask management to re-open negotiations to ensure that the faculty and librarians could get a salary increase larger than the one that had been negotiated. The faculty association would be laughed out the door. The administration and the government should be held to the same view now, that a contract is a contract, a deal is a deal.

Thirdly, some can afford a salary cut — which is what a freeze would amount to — but others cannot. Those who cannot will be hurt, perhaps severely, if a freeze is forced upon them. The governments that have imposed freezes have recklessly imposed economic hardships on the most vulnerable — junior faculty who have just bought a house or women who bave just started families.

As for a voluntary freeze, does the faculty association know who can afford a freeze? Shall we have a means test? How else will the university avoid penalizing those who, in good faith, on the basis of expected contracts did such things as buy a house or begin a family?

Finally, governments are inconsistent in their own policies of restraint. Thus, the federal and Ontario governments are prepared to spend millions to save de Havilland in order to save the jobs of that plant and the spinoff jobs that it generates.

But the University of Toronto is the third largest employer in the city of Toronto, after the two senior levels of government; and OISE, York University and Ryerson, along with the colleges of arts and technology, are other major employers. Why will the federal and Ontario governments not spend money at saving jobs in the universities and colleges and also the spinoff jobs in businesses that supply the universities and colleges with goods and services?

I think I know the answer. The federal and Ontario governments look upon de Havilland as an investment, while they look upon grants to the universities as an elastic expense that can be expanded and contracted as budgetary needs require. In fact, universities, too, are an investment, an investment in the future wealth of the country and well-being of its citizens. What could be a better investment than education?

The benefits to society of an educated citizenry do not appear until some years after the persons have been educated, but they continue long thereafter. It therefore makes sense for the later generations who will benefit to pay some of the cost of the education that creates those benefits. In other words, it makes sense to borrow now to create an investment with the costs of the borrowing to be met when the benefits are received.

The government should not capitulate to those who, for ideological reasons, argue that any debt is bad. We know who they are. They also prefer a smaller university, without equity programs, without women's studies courses, and so on — a university like it used to be, mainly male, mainly upper middle class, mainly white.

The government should recognize that not all debt is bad, that debt can play a positive role if it is an investment that will generate future income. It should, in other words, allow the debt to increase if that is what must be done to finance the universities adequately.

Besides the fact that a wage freeze is unnecessary if governments were to get their priorities straight, there is another basic problem with a government suggesting, or, in the case of the Atlantic provinces, requiring such salary cutbacks of its own employees and those in the institutions, like universities and hospitals, that it finances. This to ask those employees to transfer money that is rightfully theirs back to the government in order to help the latter solve its political problems with respect to its deficit. Such a transfer is normally called a tax.

Why should only these people be taxed to help the government? If there is a real problem, then not only these people but every other person in the province should be so taxed. The burden should be shared equitably, and not borne by a single group. The fact that a government finds it easy to levy a special tax on one group, its own employees, does not make it any the less unjust.

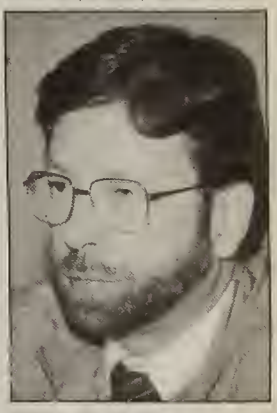
Where the wage freeze is imposed by government legislation it is doubly unfair. It remains an inequitable tax but, worse, it is obtained by negating the right of faculty and other bargaining groups to free collective bargaining. Those who were quick enough to condemn the lack of free collective bargaining under the former regimes in eastern Europe, seem to be equally quick, when it is to their advantage, to outlaw free collective bargaining in the public sector areas under their charge.

Of course, if people want to donate money to the university in order to help it in a difficult financial situation created by short-sighted government policies then they are free to do so. What those who are suggesting a voluntary wage freeze should be urging upon their university administration is a special fundraising drive among faculty, librarians, support staff, students and their parents, and alumni, to accept donations for those who could, in their own judgement, afford the sacrifice. The funds donated could, of course, be designated for the purpose of saving jobs.

It could even be arranged for the donation to be made in perpetuity, at least until retirement, and would therefore have the same effect (save on pensions) that a salary freeze would have. The government would also recognize that it was a genuine sacrifice since it, unlike a donation effected by a salary freeze, would be tax deductible.

Alongside the call for wage freezes and contract roll-backs one finds equally strident calls for financing universities by raising fees, tbat is, by further taxing students. Governments tbat raise money by levying special taxes on their own employees seem just as determined to pass the burden of supporting post-secondary education on to students, by increasing fees in the case of provincial governments or by placing special administration fees on applications for student loans in the case of the federal government.

Times are hard, governments say. But if times are hard for governments, they are equally bard for students. Raising fees would certainly deter those who were not safely middle class. That perhaps is something that would be liked by those who also decry all levels of public debt. But CAUT has always argued against that position, accepting tbe argument of Adam Smith that: "The expense of the institutions for education ... is likewise, no doubt, beneficial to the whole society and may therefore, without injustice, be defrayed by tbe general contribution of the whole society" (*Wealth of Nations*, vol. II). Strangely enough, it is usually the staunch defenders of the market economy who reject this advice from Adam Smith.



By Fred Wilson
CAUT President

The point is that raising fees would do nothing more than require students to pay for more of the benefits of higbly educated work force that accrue to society as a whole, and the corporate sector in particular. Students, like faculty and academic librarians, should not be asked to subsidize the rest of society.

Now is not the time for students and faculty to start fighting eacb other about who should be specially taxed to support universities. Rather they should be forming new alliances, or strengthening existing ones, to resist the efforts of governments to force them to subsidize university education.

CAUT has for many years been closely involved in organizing and working with the National Consortium of Scientific and Educational Societies to lobby the federal government to maintain support for research.

Late last year CAUT brought together several organizations with stakes in maintaining federal funding of post-secondary education. Tbe meeting was highly successful; it quickly became clear that there was a community of interests that called for collective action. The group is now forming itself into what it hoped will be another effective alliance of interest groups.

Alliances of this sort at the national level as well as at the provincial and local levels will make our efforts to fight wage freezes more effective. And it is to be boped that in the longer run they will belp us secure the level of funding for universities and other post-secondary institutions tbat will enable our country to compete effectively in the global marketplace that we are being forced to enter. Such alliances will, it is to be hoped, help us force governments at all levels to live up financially to tbeir rbetoric about tbe importance of post-secondary education and the need for a highly educated workforce.

President writes:

Cut GST on books to harmonize taxes

CAUT President Fred Wilson has written to those provincial governments which are considering the possibility of harmonizing their provincial sales tax witb the GST in order to capture revenue at the border.

Without taking a stand one way or the other on the merits of harmonization, Professor Wilson urged the ministers of finance and the premiers to engage in some borse-trading with Ottawa before they sign on the dotted line.

In particular he urged them to make it a condition of any agreement that the federal government abandon the GST on books and periodicals. Those provinces whicb currently tax books would, of course, have to do the same. The tax would then be harmonized at zero.

Tbe president in his letter recalled that, at the outset of tbe GST, the Prime Minister spoke in Vancouver regretting the imposition of tbe tax on books and hoping that it would eventually be modified. Professor Wilson suggested tbat the ministers should remind the federal government of tbat statement in the course of any negotiations.

Tbey should also recall that Ottawa is currently insisting on tbe need for Canada to be a learning society. Taxing books and periodicals, Professor Wilson said, was "bizarre in the circumstance."

The letter also notes tbat the tax falls heavily on the university community. The underfunding of universities forces professors to buy more and more of their research materials including books and periodicals because the library cannot afford them. Furthermore the libraries, although partially exempt, still have to pay a portion of the tax and the university has to create a costly bureaucracy to administer it.

Professor Wilson also noted that the GST on books and periodicals creates barriers to the importation of scientific and scholarly books from abroad when, one would think, "the government should be encouraging our university faculty to seek out knowledge from all parts of the world and apply it in Canada without artificial restrictions and high taxes." No wonder, be suggested, we are not competitive.

Professor Wilson has also written to newspapers across the country making the same case.

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Le gel des salaires: une autre taxe injuste

Les gouvernements des provinces de l'Atlantique ont gelé les salaires des employés d'université. Ailleurs au pays, les gouvernements recommandent de se serrer la ceinture. On exerce des pressions sur les associations de professeurs pour rouvrir les conventions collectives et pour les forcer à accepter un gel salarial au lieu de hausses négociées.

Il est arrivé souvent que nos collègues aient demandé, sans réfléchir, aux associations de professeurs d'accepter un gel salarial pour aider l'université dans le but, peut-être, de «sauver des emplois» en période de compressions budgétaires, lesquelles sont devenues nécessaires parce que les subventions gouvernementales sont considérablement réduites. Ces compressions, qu'elles soient le fait de pressions ou de lois spéciales, sont injustes et il faut s'y opposer.

Demandons-nous d'abord ce qu'est vraiment un gel des salaires. Il s'agit d'une hausse salariale prévue à laquelle nous renonçons pendant un an. Les effets toutefois durent plus d'un an car cette mesure entraîne une baisse du paramètre à partir duquel les hausses subséquentes seront calculées. Cela se résume, de fait, à accepter une baisse de salaire pour chaque année subséquente de service à l'université.

Par surcroît, nos rentes de retraire sont calculées en fonction du salaire que nous gagnerons pendant nos dernières années de service. Si nous acceptons un gel salarial dès maintenant, le salaire de ces dernières années se trouvera réduit, ce qui se répercutera sur nos rentes. En acceptant un gel salarial, nous nous engagerons à faire un don à l'université pour le reste de nos jours. Les gouvernements qui se succéderont auront peut-être la tâche plus facile, mais peu de professeurs, selon moi, seront enclins à être aussi généreux.

Nous devons ensuite nous demander ce que l'université ou le gouvernement ferait si la première recevait une subvention plus élevée que prévue. Si elle est moins élevée, on nous demande de rouvrir les conventions et de négocier une baisse salariale. Supposons, cette fois, que la subvention était plus généreuse que prévue et que l'association ou le syndicat de professeurs demandait à la direction de l'université de rouvrir les conventions pour garantir aux professeurs et aux bibliothécaires une hausse salariale supérieure à celle qu'ils avaient négociée. On rirait au nez de l'association. Or, il faudrait servir à la direction et au gouvernement le même argument, c'est-à-dire qu'un contrat est un contrat, qu'une affaire est une affaire.

En troisième lieu, certains professeurs peuvent s'offrir une réduction de salaire, car c'est ce à quoi se résume un gel salarial, d'autres pas. Dans le dernier cas, l'imposition d'un gel aura de sérieuses conséquences. Les gouvernements qui ont imposé des gels ont imprudemment causé des ennuis financiers aux plus vulnérables, notamment les professeurs débutants qui venaient de s'acheter une maison ou les femmes ayant de très jeunes enfants.

En ce qui concerne le gel volontaire, est-ce que l'association de professeurs sait qui peut se permettre de le subir? Est-ce qu'il faudrait effectuer une vérification des revenus? De quelle autre manière l'université pourrait-elle éviter de pénaliser les personnes qui, en toute bonne foi, se sont acheté une maison ou ont commencé à avoir des enfants?

Enfin, les gouvernements se contredisent dans leurs propres politiques de restriction. À preuve, les gouvernements fédéral et ontarien sont prêts à dépenser des millions pour réchapper l'usine de Havilland et sauver les emplois directs et indirects.

Par ailleurs, l'Université de Toronto est le troisième plus gros employeur à Toronto après les gouvernements fédéral et provincial. L'IEPO, l'Université York et l'institut Ryerson ainsi que les collèges d'arts et de technologie sont également des employeurs importants. Pourquoi, alors, les gouvernements fédéral et ontarien ne dépenseraient-t-ils pas des deniers pour sauver des emplois dans les universités et les collèges et des emplois indirects dans les entreprises qui fournissent des biens et services à ces établissements d'enseignement?

Je pense savoir la réponse. En effet, les gouvernements fédéral et ontarien considèrent la compagnie de Havilland comme un investissement tandis que les subventions aux universités constituent pour eux une dépense élastique qu'ils peuvent étirer et contracter selon les besoins budgétaires. De fait, les universités représentent aussi un investissement dans la richesse future du pays et pour le bien-être des citoyens. Qu'est-ce qui est mieux que l'éducation comme investisscment?

Ce n'est que bien après avoir terminé leurs études que les citoyens instruits profitent à la société et par la suite, pendant encore longtemps. Il est sensé, par conséquent, que les générations futures qui en profiteront paient une partie des coûts de l'instruction à l'origine de ces bienfaits. En d'autres termes, il est sensé d'emprunter maintenant pour investir dans l'éducation et de rembourser à la réception des bienfaits.

Le gouvernement ne devrait pas capituler devant ceux qui, pour des motifs idéologiques, prétendent que les dettes ne sont pas une bonne chose. Nous savons qui sont ces personnes. Elles préfèrent également une plus petite université dépourvue de programmes d'équité, de cours d'études sur les femmes, etc. Une université d'autrefois quoi, dominée par les hommes, par la bourgeoisie, par les Blancs.

Le gouvernement devrait reconnaître que les dettes ne sont pas toutes mauvaises, qu'elles peuvent même être positives si l'investissement est promesse de recettes futures. En d'autres termes, le gouvernement devrait permettre un grossissement de la dette si c'est ce qu'il faut pour financer suffisamment les universités.

Hormis l'inutilité d'un gel des salaires dans le cas où les gouvernements finiraient par mettre de l'ordre dans leurs priorités, un autre problème élémentaire subsiste lorsqu'un gouvernement suggère, ou à l'instar des provinces de l'Atlantique, exige des réductions salariales de ses employés et de ceux à l'emploi des institutions qu'il subventionne, notamment les universités et les hôpitaux. Il demande en somme à ses employés de virer des sommes qui leur appartiennent à juste titre aux coffres gouvernementaux pour régler ses problèmes de déficit. Ce virement est généralement considéré comme une taxe.

Pourquoi faut-il imposer une taxe seulement à ces personnes dans l'unique but d'aider le gouvernement? Si un problème existe réellement, il faudrait alors imposer non seulement ces personnes mais aussi tous les autres contribuables de la province. Le fardeau devrait être partagé équitablement et ne pas incomber à un seul groupe. Un gouvernement qui choisit la facilité en percevant une taxe spéciale sur un groupe, ses employés en l'occurrence, ne s'en trouve pas plus juste pour autant.

Lorsque le gel des salaires est imposé par une loi du gouvernement, l'injustice est double. Cette mesure demeure une taxe inéquitable, pire elle impose en refusant aux professeurs et à d'autres groupes de négociation le droit à la libre négociation collective. Ceux qui n'ont pas hésité à condamner l'absence de libre négociation collective sous les anciens régimes d'Europe de l'Est semblent ne pas hésiter non plus, lorsque la situation est à leur avantage, à la bannir du secteur public.

Évidemment, si des personnes veulent donner de l'argent à l'université pour l'aider à faire face à une situation financière difficile créée par des politiques gouvernementales à courte vue, qu'elles le fassent. Les tenants d'un gel salarial volontaire devraient plutôt proposer à l'administration de leur université de lancer une campagne de souscription parmi les professeurs, les bibliothécaires, le personnel de soutien, les étudiants et leurs parents ainsi que les anciens étudiants. Les personnes qui jugent qu'elles peuvent se permettre un sacrifice pourraient verser des dons. Bien entendu, les dons serviraient à sauver des emplois et seraient désignés comme tels.

On pourrait même transformer les dons en dons perpétuels, au moins jusqu'à la retraite. Ils auraient les mêmes effets qu'un gel des salaires sauf en ce qui a trait aux pensions. Le gouvernement reconnaîtrait également la sincérité du sacrifice puisqu'il serait déductible d'impôt, au contraire d'un don découlant d'un gel des salaires.

Dans la même foulée que le gel des salaires et la réouverture des conventions, la hausse des frais de scolarité est une solution tout aussi draconienne pour financer les universités car elle impose une autre taxe aux étudiants. Les gouvernements qui récupèrent de l'argent en percevant des taxes spéciales sur leurs propres employés semblent tout aussi résolus à faire porter aux étudiants le poids du financement de l'enseignement postsecondaire. Leur attitude se traduit chez les gouvernements provinciaux par une hausse des frais de scolarité ou, chez le gouvernement fédéral, par des frais d'administration extraordinaires sur les demandes de prêts d'études.

Les temps sont difficiles nous disent les gouvernements. S'il en est ainsi pour les gouvernements, les étudiants, par conséquent, n'échappent pas à la règle. Une hausse des frais de scolarité ne va certainement pas aider les étudiants moins bien nantis. Voilà peut-être ce que recherche ceux qui s'attaquent au déficit créé pour n'importe quel but. L'ACPU, cependant, s'est toujours opposée à ce point de vue et fait sien l'argument d'Adam Smith dans *Wealth of Nations*, vol. 11. M. Smith déclare en effet que les dépenses des institutions au titre de l'éducation risquent sans aucun doute de profiter à toute la société et peuvent être assumées par toute la société sans injustice aucune. Assez curieusement, ce sont habituellement les tenants de l'économie de marché qui réfutent le conseil d'Adam Smith.

par Fred Wilson
Président de l'ACPU

En réalité, une hausse des frais de scolarité ne ferait rien de plus que d'exiger des étudiants de payer pour jouir de plus d'avantages que procurent une population active très instruite et qui profiteront à la société dans son ensemble et au secteur privé en particulier. À l'instar des professeurs et des bibliothécaires d'université, il ne faudrait pas demander aux étudiants de subventionner le reste de la société.

Le moment est mal choisi pour les étudiants et les professeurs de commencer à se quereller afin de déterminer lequel des deux groupes devrait être taxé pour soutenir les universités. Ils devraient plutôt s'allier ou renforcer les alliances actuelles pour repousser les tentatives des gouvernements de les obliger à subventionner l'enseignement universitaire.

Depuis de nombreuses années, l'ACPU collabore étroitement avec le Consortium national des sociétés scientifiques et pédagogiques pour exercer des pressions sur le gouvernement fédéral afin qu'il continue de soutenir la recherche.

Vers la fin de l'année dernière, l'ACPU a rassemblé plusieurs organismes en vue d'amener le gouvernement fédéral à maintenir l'enseignement postsecondaire. La première réunion a été très fructueuse. D'emblée, un désir commun vers une action collective est apparu évident. La formation du nouveau groupe constitue, il est à espérer, une autre alliance efficace de groupes d'intérêts.

C'est grâce à des alliances de ce genre tant à l'échelle nationale qu'aux paliers provinciaux et locaux que nous pourrons nous unir pour combattre plus efficacement le gel des salaires. Nous espérons également que ces alliances nous permettront à long terme d'obtenir le niveau de financement des universités et des établissements d'enseignement postsecondaires qui aideront le pays à se tailler une place de choix sur le marché planétaire de la compétitivité. Nous espérons que ces alliances nous aideront à obliger les gouvernements de tous les paliers à concrétiser financièrement leurs déclarations sur l'importance de l'enseignement postsecondaire et le besoin d'une population active fortement scolarisée.

Prisoner of the Month

Burundi

Jean-Berchmans Baragunzwa, a director of Gihanga School of Masonry, and Charles Mugiraneza, a technical college teacher in Bubanza, are both reported as being held at police stations in Bubanza Town for alleged involvement with government opposition groups.

Both men were arrested at Gihanga in Bubanza on 12 December 1991, an example of at least 20 arrests which took place during late November and early December. They were arrested in the aftermath of a series of violent attacks on military installations in the capital, Bujumbura, and the provinces of Bubanza and Cibitoke, which began on 23 November 1991.

During the time he has spent in custody, Baragunzwa is reported as being subject to ill-treatment. He was handcuffed so tightly that his arms became sore, making it impossible for him to feed himself. Mugiraneza is also reported to have been ill-treated, and possibly tortured under interrogation, and has sustained injuries including a wound to one foot. Neither man has been charged.

Please write a brief and courteous letter expressing concern at the ill-treatment of these men and inquiring as to what action has been taken to ensure that they are receiving adequate medical care to: Monsieur Libère Bararunyeretse, Ministre de l'intérieur et du dévelopement des collectivés locales, Ministère de l'intérieur, BP 1910, Bujumbura, République de Burundi.

(This column is carried simultaneously by the Bulletin of the British AUT, and the material is supplied by Amnesty International)

Nouveau programme pour les chercheurs des collèges et des universités du Québec

par Susan Gray

Un nouveau programme vient soutenir les chercheurs des collèges, des universités et des organismes rattachés. Il s'agit du programme Synergie, du Fonds de développement technologique. M. Gérard Tremblay, ministre de l'Industrie, du Commerce et de la Technologie, est également responsable du Fonds. Le nouveau programme, annoncé en novembre dernier, va soutenir financièrement des projets de recherche dont la réalisation exige une collaboration serrée entre le milieu des affaires et celui de la recherche.

Synergie facilitera la transformation de la recherche fondamentale en recherche appliquée, pour qu'elle devienne ensuite de l'innovation technologique. Il s'agit d'une phase qui est, selon Mme Lucienne Robillard, ministre de l'Enseignement supérieur et de la Science, «le chaînon de l'innovation le moins bien soutenu par les programmes publics.» Le programme Synergie vise avant tout les projets d'envergure, car les projets soumis doivent être d'un coût minimum de 1,5 millions de dollars. **(tiré de: *Interface*, *Le Club régianal de l'entrepreneurship*)**

– Depuis l'avènement du libre-échange, le Québec vit une situation difficile quant à la migration de ses scientifiques. Presque la moitié d'entre eux se sont éloignés de leur pays natal pour aller travailler dans un autre pays, surtout aux États-Unis.

M. J.-P. Broudehaux, directeur de la coopération internationale du ministère de l'Enseignement supérieur et de la Science, exprimait ces propos alors qu'il prenait la parole à un colloque organisé à Trois-Rivières par l'Association scientifique tunisienne, avec comme thème l'exode des cerveaux.

Selon Gérald Godin, député et ancien ministre des Communautés culturelles et de l'Immigration du Québec, et également conférencier à ce colloque, il y a souvent trop d'obstacles à surmonter au Québec pour les compagnies qui veulent attirer de nouveaux savants venant d'ailleurs. Il a cité le cas de Pratt et Wittney qui, à un moment donné, recherchait un ingénieur en aéronautique. Les meilleurs bassins pour recruter un candidat convenable étaient l'Angleterre et la France, mais des barrières se dressaient aussitôt: il fallait demander l'autorisation de l'Ordre des ingénieurs du Québec et celui du Canada, puis obtenir la permission du syndicat des employés. (tiré de: *La Tribune*)

– Face à l'éventualité où le financement des universités serait lié à leur performance dès le prochain budget, M. André Fortin, président du Conseil des universités, un organisme consultatif, a exprimé des réserves en ces termes; «Le problème, c'est que la fameuse notion de performance est difficile à définir. Est-ce la diplomatie? La notation? L'attribution des bourses de recherche?»

En avril dernier, Mme Lucienne Robillard, ministre de l'Enseignement supérieur et de la Science, prenait la décision de réviser le mode de financement des universités. «La formule retenue (pour 1992-1993) devrait reconnaître la performance des universités, notamment en matière de diplomatie», a dit le ministre. L'insistence sur la diplomatie compléterait l'accent déjà mis sur l'augmentation de la clientèle, a ajouté Mme Rohillard.

Selon les derniers chiffres du ministère, 30 p. 100 des 135 000 étudiants de premier cycle qui fréquentent les universités actuellement abandonneront les études qu'ils ont commencé; 50 p. 100 de leurs homologues aux cycles supérieurs feront la même chose.

Mais M. Fortin n'est pas déçu par ces chiffres. «Il faut savoir que les deux tiers des abandons se produisent lors de la première année, il y en a là qui s'expliquent nécessairement par des réorientations.» M. Fortin se demande si un système universitaire qui dépend de l'État et qui est évalué par des critères de diplomatie n'aura pas tendance à diminuer les exigences de qualité pour y arriver. L'effet serait alors le contraire de celui qui est recherché. (tiré de: *Le Devoir*)

– Si on compare les dons faits aux universités québécoises francophones par des fondations privées à ceux faits aux universités canadiennes en général, on voit que tout n'est pas rose. En 1989, les premières recevaient 7,4 p. 100 des dons faits aux universités canadiennes, ainsi que 7,8 p. 100 du montant total des dons.

Entre 1986 et 1989, les dons aux universités canadiennes sont passés de 555 en 1986 à 627 (de 2 500 $ et plus) en 1989. Une étude récente émanant de la vice-présidence à l'Enseignement et à la recherche de l'Université du Québec démontre que les universités québécoises francophones n'ont enregistré aucune hausse pendant la même période; en 1989, celles-ci n'ont reçu que 47 dons sur un total de 109 faits par des fondations à l'ensemble des universités québécoises. Les montants des dons totalisaient respectivement 2,6 et 9,3 millions de dollars. (tiré de: *Réseau*, Université du Québec)

– Un nouveau laboratoire commun aux universités de Montréal, McGill et Concordia ainsi qu'à l'École Polytechnique a été mis sur pied en janvier. Il s'agit du Centre de recherche en calcul appliqué (CERCA) qui sera spécialisé en mécanique des fluides.

Le centre bénéficie d'une subvention provinciale de 12,4 millions de dollars, accordée dans le cadre de la relance économique du Montréal métropolitain. Par ce geste, le gouvernement vient appuyer la recherche et le développement d'un des plus importants secteurs de la région: l'aéronautique.

Mme Lucienne Robillard, ministre de l'Enseignement supérieur et de la Science, a dit que l'industrie de l'aéronautique a une importance stratégique pour les économies de Montréal et du Québec. «Le calcul appliqué est devenu indispensable (pour cette industrie)», a-t-elle indiqué. «Il permet, par exemple, d'effectuer des calculs qui visent à minimiser les pertes aérodynamiques et à produire des avions et des moteurs à performance élevée.»

Les travaux du Centre débuteront en avril. Selon l'astrophysicien M. Georges Michaud, professeur au département de physique de l'Université de Montréal et directeur du CERCA, il permettra de retenir ici de jeunes cerveaux qui devaient jusqu'à maintenant aller aux États-Unis pour continuer leurs études.

Outre le secteur de l'aéronautique, le CERCA aura une valeur inestimable pour les concepteurs de turbines à gaz et hydrauliques et pour l'industrie de l'aluminium. (tiré de: *Forum*, Université de Montréal)

New funding program for research at Quebec's universities and colleges

By Susan Gray

A new funding program has been started for researchers at colleges, universities and their affiliated institutions. The program is called Synergie and the money comes from the Fonds de développement technologique (Fund for Technological Development).

Gérard Tremblay, the Minister of Industry, Commerce and Technology, is responsible for the fund. The new program's budget will go towards projects that require extensive cooperation between researchers and business.

Synergie will ease the transition between pure and applied research, and between applied research and technological innovation. According to Lucienne Robillard, Minister of Higher Education and Science, noted that this entire phase is "the link (in innovation) ... which receives the least funding from public programs; each project submitted must have a minimum budget of $1.5 million, with exceptions permitted." (sources: *Interface*, *Club régional de l'entrepreneurship*)

– Since the advent of free trade, Quebec has been experiencing a major exodus of scientists. Indeed, according to J.-P. Broudehaux, Director of International Cooperation for the Ministry of Higher Education and Science, more than 50 per cent of Quebec's scientists have left Canada for other countries, mostly the United States.

Mr. Broudehaux made these remarks at a conference in Trois-Rivières. The theme of the conference was the so-called brain drain and was organized by l'Association scientifique tunisienne (Tunisian Scientific Association).

MNA Gérald Godin, formerly Quebec's Minister of Cultural Communities and Immigration, was another speaker, Godin said there are too many obstacles in Quebec for companies wanting to attract scientists from elsewhere.

To illustrate his point, he used the example of Pratt and Whitney. At one point, the company was looking for an aeronautical engineer. England and France represented the firm's best hopes of finding a suitable candidate, but Pratt and Whitney faced many obstacles before even getting that far.

Not only did they need the approval of both the Quebec Order of Engineers and its national counterpart, they needed the go-ahead from the employees' union as well. (source: *La Tribune*)

– If Quebec's higher education minister goes ahead with a stated plan to tie university funding to performance, she will probably meet with some opposition.

André Fortin, president of the province's Council of Universities, a consultative body, has some reservations about the plan but is not in total disagreement with it.

"The problem is that the concept (of performance) ... is hard to define," he said. "Do you measure it by the number of graduates? By grades? By research grants?"

Last April, Mrs. Robillard decided to change the method of university funding. "The formula retained (for 1992-1993) must recognize university performance, especially in the area of graduates," she said.

The minister added that this emphasis on the conferring of degrees is in addition to the emphasis already placed on increasing the number of university students in the system.

The latest figures from the education ministry show that 30 per cent of the 135,000 undergraduate students now pursuing their degrees will drop out of their current program; 50 per cent of graduate students will do the same.

Mr. Fortin is not discouraged by these figures. "Two-thirds of these drop-outs occur during the first year of studies — some of this can be attributed to reorientations," he said.

But he wonders if a university system which is dependent on the state and which must use degree-granting as a measure of performance will have a tendency to lower its standards. This would result in the opposite of what is being sought, says Mr. Fortin. (source: *Le Devoir*)

– A study comparing private foundation donations made to universities across Canada with those made to Quebec's French-language universities has shown that the latter are in a fairly weak position. In 1989, the Quebec institutions received only 7.4 per cent of donations totalling $2,500 or more, and 7.8 per cent of their monetary worth.

The number of donations made to Canadian universities rose from 555 in 1986 to 627 in 1989. But a study done by the Université du Québec's Office of the Vice-President of Teaching and Research shows this was not the case for Quebec's French institutions.

In 1989, they received only 47 out of a total of 109 donations made to Quebec's universities as a whole. The amounts of the donations were, respectively, $2.6 million and $9.6 million. (source: *Réseau*, Université du Québec)

– Four Montreal universities have joined forces for a new venture: the Centre de recherche en calcul appliqué (CERCA) (Center for Research in Computation and its Applications). The universities involved are: Université de Montréal, the École Polytechnique, Concordia and McGill. The CERCA lab will specialize in fluid mechanics.

The new centre has received a $12.4 million provincial grant as part of an economic renewal package for the Montreal region. By awarding the grant the province is strengthening the R&D component of one of the region's most important industries, aeronautics.

Mrs. Robillard said that the aeronautics industry is of strategic importance for Montreal and for Quebec as a whole.

"The areas of applied computation has become essential (for the aeronautics industry)," she said. "It allows us to do calculations to minimize aerodynamic losses and to produce planes with higher-performance motors."

The centre will begin operating in April. Astrophysicist Georges Michaud, who is also CERCA's director and a Université de Montréal physics professor, says the establishment of the centre means that young scientists who until now had to go to the U.S. to continue their studies, will no longer have to do so.

In addition to the aeronautics industry, CERCA will be a boon for creators of gas and bydraulic turbines and for tbe aluminum industry. (source: *Forum*, Université de Montréal)

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CAUT presents pre-budget proposal

By Tim Stutt
Government Relations Officer, CAUT

The economy has preoccupied our legislators since the House of Commons reconvened last month. Rumours abounded concerning what Finance Minister Don Mazankowski would propose in the federal government's 1992-93 budget announced on Feb. 25.

To assist the minister's financial planning, CAUT sent a pre-budget submission to him. The submission makes 16 recommendations that cover four main subjects: federal funding for post-secondary education and research, employment equity and higher education and student financial assistance.

Federal dollars for universities

In introducing its recommendations, CAUT states that the "time has come to constitutionalize the shared cost social programs such as post-secondary education, medicare, and Canada Assistance and to stabilize their funding."

For CAUT this need is pressing. At a time when the federal government should view its funding of post-secondary education as an investment in Canada's future it is reducing its funding. CAUT estimates that from 1990-91 and 1995-96 unilateral federal cuts in transfer payments to the provinces will cost universities and colleges $4.4 billion.

To remedy this problem CAUT proposes that the present-day freeze on transfer payments for post-secondary education be lifted and that previous cuts be restored. The association also recommends that a review of these payments under the Established Programs Financing (EPF) program commence as soon as possible in consultation with all interested parties.

In constitutional terms, the pre-budget submission states that the Constitution should be "amended to explicitly recognize the shared powers of the federal government and the provinces in the area of post-secondary education with the proviso that special arrangements can be made with Quebec which recognize the importance of post-secondary education to the distinctive culture of that province."

Research funding

Federal funding for research is another area of concern for CAUT. The pre-budget submission notes that despite some significant research projects being financed by the federal government Canada's overall R&D standing has not changed.

In 1990 Canada's Gross Expenditures on Research and Development (GERD) as a percentage of the Gross Domestic Product was 1.36 — exactly the same percentage as in 1984. According to the Organization of Economic Cooperation and Development, this figure lags far behind the 1990 GERDs of the United States (2.79 per cent), Germany (2.82 per cent) and Japan (3.04 per cent).

Frequently, the federal government has blamed the private sector for Canada's weak research efforts. However, it cannot avoid its own responsibilities for basic research, such as funding the three federal research councils.

On this issue CAUT recommends that federal funding under the Matching Grants program be rolled into the councils' base funding. The Matching Grants program, under which the federal government matched private-sector funding raised by the research councils for R&D, has just expired.

CAUT also recommends that the federal government increase its council funding by following the recommendations made by two different bodies: the House of Commons Standing Committee on Industry, Science and Technology, Regional and Northern Development and the National Advisory Board on Science and Technology (NABST).

In its December 1990 report entitled *Canada Must Compete*, the standing committee recommended unanimously that the research council budgets be doubled over three years. Since 1988 NABST has urged the prime minister on two occasions to support a doubling of research council base budgets over a three-year period and their subsequent indexation at 1.5 times the annual increase in Canada's Gross Domestic Product.

Employment equity

As a strong supporter of employment equity, CAUT welcomed the adoption of the Employment Equity Act and the Federal Contractors' Program by the Government of Canada in 1986. Recently the association submitted recommendations for strengthening these two acts to the House of Commons Employment Equity Act Review Committee.

Two of the most important of these recommendations were reiterated in the CAUT pre-budget submission. These are:

— that the Government of Canada allocates sufficient financial resources to the full, proper administration of the Employment Equity Act and the Federal Contractors' Program; and

— that the Government of Canada bear the employers' costs of implementing Employment Equity plans under the Act and under the Federal Contractors' Program.

In presenting these recommendations, CAUT argues that the federal government must realize that Canadian universities will not be able to hire more female academics if federal financial cutbacks force them to reduce their total number of faculty and librarian positions.

CAUT also argues that the federal government should pay the administrative costs of the social changes that it promotes — particularly in the case of public institutions like universities which, unlike school boards, have no capacity to tax the public in order to raise additional revenues.

Student financial assistance

Sometime this year, the federal department of the secretary of state hopes to introduce reforms to the Canada Student Loans Program (CSLP). Reforms are needed because the CSLP has not undergone any major reforms since its inception in 1964.

There is no lack of issues that the federal government should address in reforming the CSLP. For example:

- the basic student loan has been frozen since 1984;
- a three per cent "administrative fee," which CAUT views as a regressive tax that serves only to discourage prospective students from attending university, has been charged on all Canada Student Loans negotiated since last August;
- a similarly-regressive $75 visa fee is being charged to all international students who choose to study in Canada regardless of their financial situation;
- the implementation of the GST has imposed additional costs on students for books and other supplies which are not adequately offset by the existing credit system; and
- at present, the CSLP does not recognize the financial situations of female and mature students — particularly those who are single parents — who represent a growing proportion of the total undergraduate population in Canada.

To solve these problems CAUT proposes in its pre-budget submission that the CSLP be revised to ensure adequate student financial support, taking into account rising tuition fees and living expenses as well as the specific financial obligations of female and mature students.

CAUT recommends that the three per cent administrative fee on Canada Student Loans and the $75 visa fee charged to international students who study in Canada be removed.

CAUT also recommends that books and periodicals be exempted from the GST.

Upcoming business

In the weeks to come watch for the Economic Council of Canada to release a major study on the country's education and training systems. Over two years in the works, this study will present the council's main research findings and broad policy advice on education and training matters that cover almost everything from pre-school to post-doctoral programs. The study will be published sometime this spring.

Watch as well for the federal government's reaction to the Supreme Court's decision in the Thomson case announced last Feb. 13. In this case, the court upheld the government's denial of a security clearance to a former public servant who had been accused of leaking classified information to opposition politicians. This decision denies the validity of a previous recommendation made to the government by the Security Intelligence Review Committee (SIRC).

In a public statement SIRC Chairman John Bassett said that the result of this Supreme Court decision is that Canadians have had their rights "significantly reduced."

"The government is now faced with the problem of whether to leave things as they are or to take steps to restore Canadians' rights to redress when they find themselves in the position of being denied a security clearance unfairly or improperly" the statement said.

Chairman Bassett went on to propose that the government could solve this problem by instructing its deputy ministers to accept SIRC recommendations in all but the "most extraordinary circumstances." CAUT has informed the government of its support for this proposal in a recent letter from President Fred Wilson to Solicitor General Doug Lewis.

For more information on these or other CAUT lobbying questions, contact Robert Léger or Tim Stutt (CAUT Government Relations Officers) by telephoning (613) 237-6885.

Propositions de l'ACPU précédant le budget

par Tim Stutt
agent des relations avec les gouvernements, ACPU

Depuis la reprise des travaux de la Chambre des communes le mois dernier, l'économie est la priorité de nos parlementaires. Le contenu du budget 1992-1992 du ministre des Finances, M. Don Mazankowski, dont l'exposé se fera le 25 février, attise les rumeurs.

Pour aider le ministre dans sa planification financière, l'ACPU lui a soumis des propositions précédant l'exposé budgétaire. Le document contient 16 recommandations qui touchent quatre domaines principaux: le financement de la recherche et de l'enseignement postsecondaire par le gouvernement fédéral, l'équité en matière d'emploi et l'enseignement supérieur ainsi que l'aide financière aux étudiants.

Des deniers fédéraux pour les universités

L'ACPU expose ses recommandations en déclarant qu'il est temps, maintenant, d'inscrire dans la Constitution les programmes sociaux à frais partagés comme l'enseignement postsecondaire, l'assurance-maladie, l'assistance publique et de stabiliser leur financement.

L'ACPU estime qu'il est urgent de le faire. En effet, le gouvernement fédéral, au lieu de considérer le financement de l'enseignement postsecondaire comme un investissement dans l'avenir du Canada, choisit de le réduire. D'après l'ACPU, de 1990-1991 à 1995-1996, les réductions unilatérales que le gouvernement fédéral a effectuées dans les paiements de transfert aux provinces représenteront pour les universités et les collèges un manque à gagner de 4,4 milliards de dollars.

Pour remédier à la situation, l'ACPU propose de supprimer le gel actuel des paiements de transfert au titre de l'enseignement postsecondaire et de rétablir les sommes retranchées auparavant. En outre, l'association recommande la tenue le plus tôt possible d'un examen de ces paiements en vertu du Financement des programmes établis (FPE) en consultation avec toutes les parties intéressées.

Dans son document, l'ACPU aborde la question de la Constitution et recommande qu'elle soit modifiée de manière à ce que les pouvoirs communs du gouvernement fédéral et des provinces dans le domaine de l'enseignement postsecondaire soient explicitement reconnus. Il faudrait également y prévoir la possibilité de conclure des ententes particulières avec le Québec reconnaissant l'importance de l'enseignement postsecondaire pour sa culture distincte.

Le financement de la recherche

Le financement fédéral de la recherche est également une source de préoccupation pour l'ACPU. Dans son document, l'ACPU fait remarquer que, bien que le gouvernement fédéral subventionne un nombre considérable de projets de recherche, la situation générale de la R & D n'a pas changé.

En 1990, les dépenses brutes du Canada en recherche et développement par rapport au Produit intérieur brut étaient de 1,36, soit le même pourcentage qu'en 1984. D'après l'Organisation de coopération et de développement économique, cette donnée se situe loin derrière les dépenses brutes des États-Unis (2.79 p. 100), de l'Allemagne (2,82 p. 100) et du Japon (3,04 p. 100) en 1990.

Le gouvernement fédéral a souvent tenu le secteur privé responsable du faible effort de recherche du Canada. Il ne peut toutefois pas se dérober à ses responsabilités en recherche fondamentale, notamment dans le cas du financement des trois conseils de recherche fédéraux.

L'ACPU recommande à ce chapitre que les crédits fédéraux en vertu du programme de subventions de contrepartie soient intégrés à l'enveloppe de base des conseils. Le programme de subventions de contrepartie, en vertu duquel le gouvernement fédéral subventionne les conseils de recherche selon un montant égal aux fonds investis par le secteur privé, vient de prendre fin.

L'ACPU recommande également que le gouvernement fédéral augmente les crédits qu'il verse aux conseils subventionnaires en donnant suite aux recommandations de deux organismes distincts: le Comité permanent de l'industrie, de la science et de la technologie et du développement régional et du Nord de la Chambre des communes ainsi que le Conseil consultatif national des sciences et de la technologie (CCNST).

Dans le rapport qu'il a publié en décembre 1990, intitulé *Le Canada doit être compétitif*, le comité permanent a recommandé à l'unanimité que le budget des conseils de recherche soit doublé pendant trois ans. Depuis 1998, le CCNST a recommandé à deux reprises au premier ministre d'appuyer l'idée de doubler l'enveloppe de base des conseils de recherche pendant trois ans et de les indexer par la suite au rythme d'une fois et demie le taux de croissance annuelle du Produit intérieur brut.

L'équité en matière d'emploi

En 1986, l'ACPU, qui appuie fermement l'équité en matière d'emploi, a accueilli avec satisfaction l'adoption de la Loi sur l'équité en matière d'emploi et le Programme de contrats fédéraux. L'association a d'ailleurs soumis récemment au Comité de la Chambre des communes responsable de l'examen de la Loi sur l'équité en matière d'emploi un mémoire formulant des recommandations pour améliorer les deux lois.

Deux de ses recommandations les plus importantes sont répétées dans le document prébudgétaire de l'ACPU:

- Que le gouvernement du Canada octroie des ressources financières suffisantes pour assurer une administration entière et convenable de la Loi sur l'équité en matière d'emploi et du Programme de contrats fédéraux;
- Que le gouvernement du Canada assume les frais de mise en oeuvre des plans d'équité en matière d'emploi en vertu de la Loi et du Programme de contrats fédéraux.

L'ACPU défend ces recommandations en soutenant que le gouvernement fédéral doit se rendre compte que les universités canadiennes ne pourront embaucher plus de femmes universitaires si les compressions financières fédérales les obligent à réduire le nombre total de postes de professeurs et de bibliothécaires.

En outre, l'ACPU soutient que le gouvernement fédéral devrait assumer les frais administratifs des modifications

suite à la page 7

Help available for bargaining in hard times

By Rick McGaw
Chair, CAUT Collective Bargaining Cooperative

In November the Cooperative sponsored a two-day conference on "Negotiating Strategies in a Crisis." At the January meeting of CAUT Council a motion was passed urging those in negotiations to reject attempts to "roll back the existing rights and benefits of academic staff, whether monetary or non-monetary."

In the past year we have seen a declaration of financial exigency at Mount Allison, layoffs of non-academic staff at the University of Alberta, approaches made to re-open current collective agreements, wage freezes in some provinces, and frozen or severely reduced government grants.

In addition to suspending collective agreements, the government of Nova Scotia is planning to interfere very directly in the operations of the universities.

There can be no doubt that there are difficult times ahead for collective bargaining in the universities. The Cooperative is attempting to aid its members in that process through a number of activities. In addition to the Senior Negotiator's Forum, we continue to offer the annual Collective Bargaining Conference in June for those who are interested in bargaining at the beginner level.

Another service which the Cooperative is currently developing is a computerized collective agreement data bank. When fully operational it will provide a key word search procedure. At the moment we have approximately 20 agreements on file but there are still development problems to be worked out before it is available for use. We also regularly publish the highlights of settlements in *The Negotiator*.

In order to provide contract language for those who are negotiating, the Cooperative has started to provide model clauses for collective agreements. In January the board of the Cooperative approved the first set of clauses on fraud and misconduct, security of employment, management rights, entry and re-entry of administrators into the bargaining unit, and delegation of management functions to members of the academic staff.

The model clauses are being developed by a standing committee of the Cooperative, following CAUT policy statements where applicable, and this renews an activity carried out in earlier years by the Economic Benefits Committee of CAUT.

One of the important factors in negotiating during adversity is to not lose sight of the long-term nature of our role in the university. We should set goals and be consistent in our attempts to achieve those goals, and not be willing to take short-term trade-offs for rights which were often acquired through years of hard work.

By providing members with the opportunity to discuss their experiences with others across the country, with training courses to get new people involved, and with current information on actual and model collective agreements the Cooperative can assist its members in the process of negotiating sound collective agreements.

Rick McGaw

De l'aide pour négocier en temps de crise

par Rick McGaw
président, Coopérative de négociation collective

En novembre, la Coopérative a offert pendant deux jours un colloque sur le thème «Les stratégies de négociation en temps de crise». Lors de son assemblée de janvier dernier, le Conseil a adopté une motion recommandant fortement aux associations en train de négocier de repousser les tentatives «de diminuer les droits et les avantages existants des universitaires, qu'ils soient pécuniaires ou non pécuniaires».

Nous avons été témoins, pendant la dernière année, d'une déclaration d'urgence financière à l'Université Mount Allison, de congédiements de personnel non universitaire à l'Université de l'Alberta, de tentatives de réouverture des conventions collectives, de gels des salaires dans certaines provinces et de gels ou de graves réductions des subventions gouvernementales.

Outre la suspension des conventions collectives, le gouvernement de la Nouvelle-Écosse manifeste l'intention de s'ingérer dans le fonctionnement des universités.

La négociation collective dans les universités s'apprête à affronter des temps difficiles. Pour aider ses membres à faire face à cette situation critique, la Coopérative met en oeuvre un certain nombre d'initiatives. En plus du colloque des négociateurs d'expérience, elle continuera d'organiser la conférence sur la négociation collective, qui se tient annuellement en juin, pour les négociateurs débutants.

De plus, la Coopérative est en train de mettre au point une base de données textuelles de conventions collectives. Lorsqu'elle sera entièrement fonctionnelle, elle permettra de rechercher une convention collective à l'aide d'un mot clé. Pour l'instant, environ 20 conventions sont entrées dans la base de données. Il reste à régler toutefois quelques problèmes de mise au point avant qu'elle ne soit utilisable. Par l'intermédiaire de sa publication *Le négociateur*, la Coopérative publie régulièrement les faits saillants des ententes conclues.

Par ailleurs, la Coopérative vient de commencer à fournir à ses membres des modèles de clauses de conventions collectives pour les aider dans la rédaction des articles de leur convention au moment des négociations. En janvier, le Conseil de direction de la Coopérative a adopté la première série de clauses qui portaient sur la fraude et l'inconduite, la sécurité d'emploi, les droits de l'employeur, l'entrée et le retour d'administrateurs dans l'unité de négociation et la délégation de fonctions administratives à des membres du corps universitaire.

Un comité permanent de la Coopérative rédige les modèles de clause assortis aux énoncés de principes de l'ACPU le cas échéant. Nous reprenons ainsi une activité dont s'occupait auparavant l'ancien Comité des avantages financiers de l'ACPU.

Lorsque nous négocions dans une période économiquement difficile, il importe de ne pas perdre de vue la nature à long terme de notre rôle à l'université. Nous devrions fixer des objectifs et les respecter lorsque nous tentons de les atteindre. Nous ne devrions pas accepter des échanges à court terme de droits que nous avons acquis au prix de nombreuses années de négociation.

La Coopérative peut aider ses membres dans la négociation d'une bonne convention collective grâce à l'occasion qu'elle leur offre de discuter de leur expérience avec des collègues des quatre coins du pays, grâce aux ateliers de formation visant à recruter de nouvelles personnes intéressées et à l'aide de renseignements à jour sur des conventions collectives réelles ou modèles.

Propositions de l'ACPU précédant le budget

suite de la page 6

sociales qu'il promouvoit, en particulier dans le cas des institutions publiques comme les universités, lesquelles, à l'inverse des commissions scolaires, ne peuvent taxer la population pour engendrer de nouveaux revenus.

L'aide financière aux étudiants

Le secrétariat d'État espère déposer au cours de l'année les réformes qu'il a apportés au Programme canadien de prêts aux étudiants. Il est devenu nécessaire de réformer le programme car il n'a pas subi de modifications importantes depuis sa création en 1964.

Les éléments de réforme auxquels le gouvernement fédéral devrait s'attarder abondent, notamment:

- le prêt d'études de base est gelé depuis 1984;
- des «frais d'administration» de trois pour cent sont imposés à tous les prêts d'études négociés en vertu du programme depuis le mois d'août. L'ACPU estime que la taxe est régressive et qu'elle détourne de l'université de futurs étudiants;
- une taxe de 75 $, tout aussi régressive, est imposée aux visas des étudiants étrangers qui choisissent d'étudier au Canada, quelle que soit leur situation financière;
- l'entrée en vigueur de la TPS occasionne aux étudiants des frais supplémentaires quant aux livres et autres fournitures qui ne sont pas compensés suffisamment par le système de crédits actuels;
- présentement, le Programme canadien de prêts aux étudiants ne tient pas compte de la situation financière des étudiantes et des étudiants adultes, en particulier les personnes qui sont chef d'une famille monoparentale. Ce groupe représente une proportion de plus en plus grande de l'ensemble des effectifs étudiants du 1er cycle au Canada.

Dans son document précédant le budget, l'ACPU propose une révision du programme qui permettrait d'assurer une aide financière suffisante aux étudiants et qui tiendrait compte des frais de scolarité en hausse et des frais de subsistance ainsi que des obligations financières particulières des étudiants et des étudiants adultes.

L'ACPU recommande la suppression des frais d'administration de trois pour cent sur les prêts d'études et des frais de 75 $ sur les visas des étudiants étrangers qui étudient au Canada. En outre, l'ACPU recommande que les livres et les périodiques soient exemptés de la TPS.

Affaires à venir

Au cours des prochaines semaines, le Conseil économique du Canada rendra publiques les conclusions d'une étude importante sur l'éducation et les programmes de formation du pays. Le rapport de l'étude, qui a duré plus de deux ans, présentera les principales conclusions du Conseil et des conseils généraux d'orientation sur l'éducation et la formation, de la pré-maternelle aux programmes postdoctoraux. Le rapport de l'étude devrait paraître au printemps.

La réaction du gouvernement fédéral au jugement de la Cour suprême rendu le 13 février relativement à l'affaire Thomson sera également à surveiller. Dans cette affaire, la cour a maintenu la décision du gouvernement fédéral de refuser une habilitation de sécurité à un ancien fonctionnaire accusé d'avoir transmis des renseignements confidentiels à des politiciens de l'opposition. Le jugement réfute la validité d'une recommandation antérieure que le Comité de surveillance des activités de renseignement de sécurité (CSARS) avait formulée au gouvernement.

Le président du CSARS, John Bassett, a déclaré publiquement que la décision de la Cour suprême «portait un dur coup aux droits des Canadiens».

Il a ajouté que «le gouvernement doit maintenant décider s'il accepte cette décision ou s'il y a lieu de prendre des mesures en vue de redonner aux citoyens le droit à un recours lorsqu'on leur refuse injustement ou abusivement une habilitation de sécurité».

M. Bassett a poursuivi en proposant que le gouvernement règle le problème en donnant instruction aux sous-ministres de toujours accepter les recommandations du Comité de surveillance sauf dans des circonstances très exceptionnelles. L'ACPU a informé le gouvernement qu'il appuyait cette proposition dans une lettre que Fred Wilson a envoyée récemment au solliciteur général, M. Doug Lewis.

Pour obtenir des renseignements supplémentaires sur ces questions ou sur d'autres questions relatives au lobbying que l'ACPU exerce, communiquer avec Robert Léger ou Tim Stutt, agents des relations avec les gouvernements, au (613) 237-6885.

REMINDER

GRIEVANCE OFFICERS CONFERENCE

Hotel Meridien, Montreal – March 27-29, 1992

For further information and registration, please contact: Christiane Tardif-Dulude
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RAPPEL

COLLOQUE DES AGENTS DE GRIEF

Hôtel Méridien, Montréal du 27 au 29 mars 1992

Pour obtenir des information ou pour vous inscrire, veuillez téléphoner à: Christiane Tardif-Dulude
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Rae's one per cent solution hard to swallow

By Mark Langdon

During his Jan. 21 television address, Ontario Premier Bob Rae announced that funding for the province's hospitals, municipalities and universities would be limited to one per cent for 1992/93 and two per cent for each of the following two years. The contents of the announcement were widely anticipated but nonetheless sent shock waves through the university community.

In fleshing out the announcement's implications for the province's post-secondary institutions, Colleges and Universities Minister Richard Allen said that tuition for most university students will go up $125 next year and that tuition for college students will increase by $56.

Allen added that the Ontario Student Assistance Program will be adjusted to reflect the fee increases. Total transfers to universities will amount to $1.97 billion while colleges will receive $840 million.

Allen concluded that the one per cent increase will require fundamental adjustments in the delivery of post-secondary education: "To meet the fiscal challenge, the post-secondary education sector is looking at ways it might restructure. I know this won't be easy and I intend to work closely with colleges and universities to preserve our commitment to excellence and equity as we go through the restructuring process."

A news release from the ministry of colleges and universities noted that the "multi-year approach to funding is new and is in response to requests from post-secondary institutions wanting to plan and manage their resources within a larger time frame."

In addition to the major funding announcement, Treasurer Floyd Laughren announced that a special "Short Term Transition Assistance" grant of $160 million will be made available in addition to the one per cent increase.

The stated purpose of this fund is to help post-secondary institutions "accommodate extraordinary demands for their services, to mount or expand initiatives consistent with the government's social and economic policy objectives, and to put in place strategies to reform and restructure their operations." The Treasury Board will determine the distribution of these funds.

Bill Graham, President of the Ontario Confederation of University Faculty Associations (OCUFA), expressed disappointment with the funding levels. Graham said: "Three years of minimal funding increases will create serious damage to our universities, especially after the last 15 years of underfunding."

However, he expressed relief that some attempt was made to soften the blow for areas such as employment equity: "We will have to be especially vigilant to ensure that programs to encourage people from under-represented groups — women, visible minorities, aboriginal and disabled people — to attend are protected and enhanced."

The Ontario Federation of Students described the one per cent funding increase and seven per cent tuition hike as a "double blow" for students.

In the face of the one per cent increase, a number of university presidents have indicated that they are going to ask faculty associations to renegotiate contracts. In a December memo, Graham asked faculty associations to stand firm should university presidents make such demands.

On Nov. 22, 1991, the Laurentian and Lakehead faculty associations moved that the "OCUFA Board of Directors urge all faculty associations about to enter negotiations or in negotiations not to entertain the notion of concessionary bargaining or trade-offs for legitimate salary increases as has been determined in other universities in the Ontario system." The motion was carried unanimously.

Enrolment cuts a product of tight budget in Ontario

Another product of the Ontario funding announcement will be enrolment cuts at Ontario universities next fall. In what are described as "individual system initiatives" by the Council of Ontario Universities, a number of universities have decided to deal with the tight budget by cutting first-year enrolments significantly.

At McMaster University there will be 200 fewer first-year students enroled this September. Trent University will cut its first-year class by about ten per cent. Other universities which have indicated that similar cuts are expected include the University of Toronto, Laurentian and Laurier.

As a result of these cuts, qualified students will be unable to attend university in the fall.

Several task forces established in Ontario

In the wake of the premier's funding announcement, the Ontario government established five task forces on the funding and general restructuring of the university system.

Two short-term task forces, one on the funding of colleges and one on universities, were established in late January. The funding committee of the Ontario Council on University Affairs has undertaken this work for the university sector. The committee, chaired by Colin Graham of the Ontario Council on University Affairs, is expected to report by Feb. 28.

These task forces are specifically designed to offer recommendations on how colleges and universities can deal with the one per cent increase.

Additionally, two long-term task forces, which will report in late 1992 or early 1993, are being established to examine restructuring issues. The task force for the college system is co-chaired by former MPP Richard Johnston, chair of the Ontario Council of Regents, and Ralph Benson, assistant deputy minister of colleges and universities.

Johnston and Benson are also co-chairing the short-term task force on college funding. The long-term task force for the university sector is co-chaired by Viv Nelles, chair of the Ontario Council on University Affairs, and Bernard Shapiro, Deputy Minister of colleges and universities.

A fifth task force, led by Walter Pitman, another former MPP who has served in a variety of senior positions in both the college and university systems, will assess the needs for training programs and how colleges and universities are responding to those needs.

Pitman said that one of his mandates is to explore ways to encourage interface among colleges, universities and other sectors with a stake in training issues.

Bill Graham welcomed the government's plan to involve faculty, students and staff in restructuring. "We've always argued that the decisions on university affairs and priorities have to be much more participatory," he said, "In particular, that OCUFA would support more cooperation between the university and college systems, more financial accountability and reform of university governance to ensure greater diversity and representation.

Getty announces three per cent increase

Alberta's colleges and universities will receive a three per cent increase in operating grants for the 1992/93 year, Premier Don Getty expressed satisfaction with the announcement, noting that it was as fair as could be expected, given the financial times.

"Given the government's commitment to fiscal restraint and our outlook for inflation, this three per cent increase reflects the high priority we place on post-secondary education," he said, " With enrolments at record levels, our post-secondary institutions play a key role in preparing Albertans to succeed in the new global economy and in ensuring their social well-being and economic prosperity."

Bill Zwerman, head of the Confederation of Alberta Faculty Associations (CAFA), said that at least "we're not getting zeros" or being treated "as badly as those in other provinces."

However, Zwerman hastened to add that the increase is less than the rate of inflation and that Alberta's universities have been suffering from a "tremendous capital squeeze" for several years. He concluded that "we've been funded under inflation for so long that the whole system is now underfunded."

Allan Cahoon, President of the University of Calgary's Faculty Association echoed Zwerman's comments. He noted that because recent increases have been "less than the cost of living" the university is left with a deficit. Consequently, there has essentially been a freeze on all new hiring of professors.

Cahoon also expressed reservations about the government's claim that the province ranks first in the funding of post-secondary education. He argued that the Conservative Party in Alberta gains much of its support from rural areas and said that government funding, particularly for the construction of hospitals and universities, has often been channelled to areas where it is "politically expedient."

The opposition Liberal Party issued a short document entitled *Report on Accessibility and Program Cuts in Alberta Post-Secondary Institutions: The Conservative Legacy.*

The report stated that 25,915 applicants were turned down by Alberta post-secondary institutions for the 1991/92 academic year, including 2,295 at the university level, 10,258 at the college level, and 13,362 at technical institutes.

Twenty programs were cut or suspended during the same year. Lawrence Decore, leader of the party, said "it's just plain irresponsible not to be investing as much as we can afford in education."

Cahoon and Zwerman Comment on Red Deer Proposal

Professors Cahoon and Zwerman also commented on Minister of Advanced Education John Gogo's announcement that he is still pondering the implications of degree-granting status for Red Deer College.

Zwerman indicated that CAFA would have "no categorical opposition, in principle" if such a decision were to be made. He did, however, express concerns about "decisions made in isolation of the whole system," noting that the key question must be: "How do we deliver education most effectively?" He added that he is wary of "any proposals that represent dramatic increases in costs."

Construction of additional facilities at Red Deer would probably cost from $125 million to $150 million. Cahoon noted that "rivalries" might develop between the different types of faculty at the school and concluded that the Red Deer proposal is an "administrative nightmare" and "not a well thought out strategy."

Salary freeze updates

Over the last year, several governments have limited or capped salaries of university faculty and librarians. In two provinces — Quebec and New Brunswick — provincial faculty associations avoided government-imposed freezes by implementing voluntary freezes of their own. Nova Scotia salaries are frozen this academic year and next, except for normal yearly step increases.

Several months ago, the British Columbia government froze all salaries over $79,000 while other salaries must be approved by a commissioner, with a limit of four per cent. Tom Bell, President of CUFA/BC, pointed out that the new government has lifted salary caps for school teachers but he said he hasn't received an answer from the government with respect to questions about the university salary cap.

In Newfoundland, Premier Wells brought down a bill in the fall of 1991 to freeze public sector wages. Mark Graesser, President of Memorial University Faculty Association, met with Premier Wells to express his concern about the Liberal government's interference in the salaries of non-government employees.

Graesser is also concerned that the bill, which comes into effect on April 1, 1992, is being interpreted harshly by the university itself. Specifically, there are indications that normal step increases will probably be suspended as of that date.

The association's current contract expires on March 31, 1992 and negotiations are currently ongoing. A recent letter from Wells reiterated the government's position that university faculty are not being singled out for unfair treatment.

On a more reassuring note, Graesser said that a Jan. 15 meeting among him, Wells and CAUT President Fred Wilson produced some positive results. Graesser indicated that while Wells did not support the CAUT's specific formulation to constitutionally protect the post-secondary system, he did express support for the general concept and offered some ideas of his own. Graesser described the meeting as "most encouraging."

Une pilule difficile à avaler

résumé par Louise Caron
traductrice, ACPU

Lors d'une allocution télévisée le 21 janvier dernier, le premier ministre de l'Ontario, M. Bob Rae, a annoncé que les subventions des hôpitaux, des municipalités et des universités augmenteraient seulement d'un pour cent en 1992-1993 et de deux pour cent pendant les deux prochaines années.

Le ministre des Collèges et Universités, M. Richard Allen, a déclaré que les frais de scolarité augmenteraient de 125 $ pour les étudiants d'université et de 56 $ pour les étudiants de collège. Il a ajouté que les paiements de transfert aux universités s'élèveraient à 1,97 milliards de dollars et à 840 millions pour les collèges. Selon lui, la hausse d'un pour cent exigera des établissements d'enseignement postsecondaire des adaptations fondamentales et une restructuration.

De plus, le trésorier, M. Floyd Laughren, a annoncé l'octroi d'une subvention de transition aux établissements d'enseignement postsecondaire pour les aider à répondre à la demande exceptionnelle de services et à réformer et à restructurer leurs activités.

Le président de l'Union des associations des professeurs des universités de l'Ontario (UAPUO) s'est dit déçu de la faible hausse des subventions qui, selon lui, ne fera que nuire davantage aux universités. Quant à la Fédération des étudiants de l'Ontario, la hausse d'un pour cent des subventions et de sept pour cent des frais de scolarité porte un dur coup aux étudiants.

Des recteurs d'université ont fait savoir qu'ils demanderaient aux associations des professeurs de renégocier les conventions collectives. Le président de l'UAPUO a exhorté les associations à s'opposer à cette initiative.

D'autre part, l'annonce de M. Rae va forcer maintes universités à réduire considérablement le nombre d'étudiants de première année. Certaines ont déjà fait part de leur intention à cet effet. Des étudiants qualifiés se verront donc refuser l'entrée à l'université l'automne prochain.

Pour faire suite à l'annonce du premier ministre, le gouvernement de l'Ontario a mis sur pied cinq groupes de travail sur le financement et la restructuration générale du système universitaire. Deux groupes se pencheront sur le financement des universités et des collèges, deux autres examineront des possibilités de restructuration et le dernier évaluera les besoins en programmes de formation et comment les collèges et les universités satisfont ces besoins.

Alberta

Si les universités de l'Ontario devront désormais composer avec un maigre budget, celles de l'Alberta jouiront toutefois d'un sursis. En effet, leurs subventions de fonctionnement seront haussées de trois pour cent, ce qui est mieux que rien selon Bill Zwerman, le président de la Confederation of Alberta Faculty Associations. Il s'est toutefois empressé d'ajouter que la hausse était inférieure au taux d'inflation.

Gel des salaires

Plusieurs gouvernements ont restreint ou plafonné les salaires des professeurs et des bibliothécaires d'université depuis un an. Au Québec et au Nouveau-Brunswick, les universitaires ont décidé de geler volontairement leur salaire plutôt que de se le faire imposer par le gouvernement. En Nouvelle-Écosse et en Colombie-Britannique, le gouvernement a gelé les salaires. À Terre-Neuve, le premier ministre a déposé un projet de loi qui gèlera les salaires des fonctionnaires. Le projet de loi entrera en vigueur le 1er avril 1992 tandis que la convention actuelle de l'association des professeurs de l'Université Memorial viendra à échéance le 31 mars 1992. Les négociations sont en cours pour le renouvellement de la convention.

CAUT brief addresses employment equity laws

By Marilyn Taylor
Chair, Status of Women Committee

CAUT has submitted a detailed brief to the parliamentary committee reviewing Canada's Employment Equity Act and related Federal Contractors Program. In its brief, CAUT made 28 recommendations to the review committee with a view to strengthening the effectiveness of the legislation and its implementation.

As specified in the act, this first review of the federal employment equity legislation and programs was organized last fall and will report this spring. A second review will take place in three years.

Background notes

The Employment Equity Act, was passed in June, 1986, is a major initiative to redress discriminatory practices in employment specifically within the federal civil service and federally regulated corporations.

A derivative, the Federal Contractors Program (FCP) is a voluntary program but a requirement for employers of more than 100 people who do business with the federal government in contracts of $200,000 or more. The FCP is the program under which universities are defined.

There is general agreement about the importance of such employment equity legislation in the promotion of fair opportunities for women, members of visible minorities and First Nations, and persons with disabilities.

However, there is growing recognition that the current measures have yet to have an impact on employment practices. The National Action Committee's brief to the parliamentary committee calls the progress for women "glacial!"

Implementation of the Federal Contractors Program is, to date, very much in its first phase. During the first phase of implementation, universities are required only to have completed the following set-up tasks: a work force analysis, a review of employment policies, establishment of goals for designated group employees and an employment equity work plan.

Compliance reviews during this first phase assess only progress on these set-up tasks. Furtber, awards to universities from the federal government have tended to mislead since they have related only to the way in which set-up tasks have been done, not progress on employment equity itself.

No university has undergone a compliance review with regard to its progress on the employment of members of the designated groups.

So far 30 universities have signed on to the program. Of these only 12 have undergone and passed a compliance review regarding its set-up tasks. Another seven universities are currently undergoing a review.

CAUT's recommendations

The recommendations contained in the CAUT brief concerning the Employment Equity Act address following issues:

(a) extension of the program's attention from employment practices to the quality of the work place environment;

(b) restructuring the definition of "designated groups" recognizing the overlapping nature of the categories and preventing the invisibility of women who are also members of other designated groups;

(c) requirement that employers establish adequate infrastructure to oversee implementation of the employment equity program and monitor its progress;

(d) more precise the detail and sequence of the implementation steps toward employment equity goals;

(e) attention to part-time as well as full-time employees; and

(f) increasing the effectiveness of incentives for compliance and negative consequences for non-compliance.

Regarding the Federal Contractors Program specifically, the CAUT brief began with observations about the differences in university structure from that of most organizations and urging that more care be excercised in reaching all employee groups and more awareness fostered among FCP assessors about the unique aspects of university structures.

Tbe brief also strongly suggested that the review committee recommend to the federal government, adequate funding of universities since the recent withdrawal of federal funding creates formidable barriers for innovations sucb as employment equity.

Revisions proposed to tbe Federal Contractors Program by CAUT are in the following areas:

(a) measures for increasing tbe pools of women candidates for university positions;

(b) reduction of the contract requirement from $200,000 to $50,000 (thus doubling the number of universities which come under tbe program;

(c) precise criteria, "measurable, statistical demonstration of progress," in employment of members of designated groups and improvements in work place climate;

Marilyn Taylor

(d) increased resources to permit more prompt and regular compliance reviews; and

(e) restricting awards to tbose recognizing demonstrated progress in increasing the proportion of employees represented by designated group members.

Tbe CAUT brief was prepared by Janice Drakicb, University of Windsor and a member of the Status of Women Committee, and Mariette Blanchette and Robert Léger of CAUT.

CAUT Council

PSE Funding Resolution

The CAUT governing Council passed a resolution on the Constitution and federal funding last September demanding the constitutionalizing and stabilizing of funding for such transfer programs as post-secondary education with special arrangements for Quebec to reflect the distinct culture of that province. The following renders a section of these resolutions into constitutional language.

New sections

Federal Spending Power

95A. Notwithstanding sections 92 and 93, the Parliament of Canada may make laws for the purpose of contributing out of the Consolidated Revenue Fund of Canada to the funding of health care, post-secondary education and social assistance.

95B.

(1) Notwithstanding that a program is wholly or partly within an area of exclusive provincial jurisdiction, the Parliament of Canada may make laws for the purpose of contributing out of the Consolidated Revenue Fund of Canada to a national program for the sharing of costs between Canada and the provinces or for the conditional transfer of monies from Canada to the provinces if

(a) a substantially comparable program existed by virtue of an Act of the Parliament of Canada on the coming into force of this provision, or

(b) the establishment of the program has been approved by resolutions of the Senate and the House of Commons of Canada and the legislative assemblies of at least two-thirds of the provinces that have, in the aggregate, according to the then latest general census, at least fifty per cent of the population of all the provinces.[1]

(2) The Government of Canada shall provide reasonable compensation to the government of a province that chooses not to participate in a national program referred to in subsection (1) that is established after the coming into force of this section in an area of exclusive provincial jurisdiction if the province carries on a program or initiative that is compatible with the objectives and standards of the national program.

(3) Where the fiscal arrangements with respect to a particular program referred to under subsection (1) have been mutually agreed upon by Canada and the provinces participating in the program, no alteration in these fiscal arrangements shall enacted by the Parliament of Canada or the legislature of a province,

(a) in the case of arrangements with a fixed term, until the end of the term or until new arrangements mutually agreed upon come into effect, whichever first occurs, or

(b) in the case of arrangements with no fixed term, until new arrangements mutually agreed upon come into effect, unless alteration of the fiscal arrangements has been approved by resolutions of the Senate and the House of Commons of Canada and the legislative assemblies of at least two-thirds of the provinces that have, in the aggregate, according to the then latest general census, at least fifty per cent of the population of all the provinces.[1]

(4) In the case of any program referred to in subsection (1) involving health, post-secondary education, or social assistance existing on the coming into force of this provision, the fiscal arrangements which existed for the program on January 1, 1989 shall be deemed to bave been mutually agreed upon and any alteration in those arrangements after January 1, 1989 is subject to the provisions of subsection (3).

(5) Nothing in this section affects any other provision of the Constitution of Canada with respect to programs or fiscal arrangements in the Province of Quebec.[2]

1. If a different formula is adopted for creating new social programs, then the same formula should be used for alterations in the existing ones.

2. This would allow for arrangements with Quebec that reflect the distinct culture of Quebec either by specific provision elsewhere in the constitution or by virtue of an authorizing provision in the Constitution.

Conseil de l'ACPU

Résolution sur le financement de l'enseignement postsecondaire

Le Conseil de l'ACPU a adopté une résolution sur la Constitution et le financement fédéral en septembre dernier demandant que les transferts fiscaux au titre de l'enseignement postsecondaire, notamment, soient inscrits dans la Constitution et soient stabilisés et que des ententes particulières soient conclues avec le Québec pour refléter sa culture distincte. Le texte ci-dessous incorpore ces résolutions dans la Loi constitutionnelle.

Nouveaux articles

Le pouvoir de dépenser du Gouvernement fédéral

95A. Nonobstant les articles 92 et 93, le parlement du Canada peut faire des lois dans le but de retirer des deniers du Fonds du revenu consolidé du Canada pour financer les soins de santé, l'enseignement postsecondaire et l'assistance sociale.

95B.

(1) Nonobstant le fait qu'un programme relève en partie ou en totalité d'un domaine de compétence provinciale exclusive, le Parlement du Canada peut faire des lois dans le but de virer des deniers du Fonds du revenu consolidé du Canada à un programme national visant à partager les coûts entre le Canada et les provinces ou pour le transfert conditionnel de deniers du Canada aux provinces

(a) si un programme sensiblement comparable existait en vertu d'une loi du Parlement du Canada à l'entrée en vigueur de la présente disposition ou

(b) si la création du programme a été approuvée par des résolutions du Sénat et de la Chambre des communes et par les assemblées législatives d'au moins deux tiers des provinces représentant dans l'ensemble, selon le dernier recensement général, au moins cinquante pour cent de la population de toutes les provinces[1].

(2) Le Gouvernement du Canada offre une compensation raisonnable au gouvernement d'une province qui choisit de ne pas participer à l'un des programmes nationaux mentionnés au paragraphe (1) établi après l'entrée en vigueur du présent article dans un domaine de compétence provinciale exclusive si la province offre un programme ou réalise une initiative compatible avec les objectifs et les normes du programme national.

(3) Lorsque des accords fiscaux relatifs à un programme particulier mentionné au paragraphe (1) ont reçu l'assentiment réciproque du Canada et des provinces participant audit programme, le Parlement du Canada ou la législature d'une province ne peut les modifier,

(a) dans le cas d'accords d'une durée déterminée, avant la fin de la période prescrite ou avant l'entrée en vigueur de nouveaux accords réciproquement approuvés, selon la première échéance, ou

(b) dans le cas d'accords sans durée déterminée, avant l'entrée en vigueur des nouveaux accords réciproquement approuvés, à moins que le Sénat et la Chambre des communes et les assemblées législatives d'au moins deux tiers des provinces représentant dans l'ensemble, selon le dernier recensement général, au moins cinquante pour cent de la population de toutes les provinces, aient approuvé par des résolutions une modification des accords fiscaux[1].

(4) Dans le cas d'un programme mentionné au sous-paragraphe (1) relatif aux soins de santé, à l'enseignement postsecondaire ou à l'assistance sociale existant à l'entrée en vigueur de la présente disposition, les accords fiscaux relatifs au programme qui existaient le 1er janvier 1989 sont réputés avoir reçu une approbation réciproque et toute modification apportée auxdits accords après le 1er janvier 1989 est assujettie aux dispositions du paragraphe (3).

(5) Rien dans le présent article ne touche une autre disposition de la Constitution du Canada en ce qui concerne les programmes ou les accords fiscaux dans la province de Québec[2].

1. Si une formule différente est adoptée pour la création de nouveaux programmes sociaux, il faudrait alors recourir à la même formule pour modifier les programmes existants.

2. Cette disposition permettrait de conclure avec le Québec des ententes qui reflètent sa culture distincte soit en ajoutant des dispositions précises dans la Constitution ou au moyen d'une disposition habilitante dans la Constitution.

Boards Flex their Muscles

Some members of Boards of Governors seem likely to try to use the current recession not only to roll back faculty salaries but also to undermine faculty rights. Two current examples are here reported, one in the East and one in the West. Such tactics seem likely to divide the university community and make it easier for governments to conquer. Readers should note the defence of tenure by the President of the University of Alberta.

Concordia imposes oath of secrecy

The Board of Governors has unilaterally imposed an oath of secrecy on faculty at Concordia University. The board requires that any faculty member who serves on a search committee for senior administrators such as deans "... sign a formal declaration of a pledge of confidentiality and of acceptance of the sanctions which could result from a breach of confidentiality."

This requires all members to maintain confidentiality forever and to acknowledge that the board of Governors had the right to fire any faculty or expel any student who in its opinion violated the oath in any way.

The faculty association has advised its members to serve on such committees but to strike out the offensive parts of the oath and asked CAUT for an opinion.

CAUT President Fred Wilson, of the University of Toronto, replied in an open letter that he found the oath "...just as offensive as the loyalty oaths that the followers of Senator McCarthy tried to force on many faculty in the United States in the 1950s."

He suggested that the oath was "insulting to faculty and betrays a contempt for them on the part of the members of the Board of Governors." He urged the board to "withdraw this offensive document" and suggested faculty members not agree to such a demeaning oath.

Professor Wilson noted that the matter of confidentiality was dealt with in the collective agreement and accused the board of trying to undermine the bargaining process.

Beyond that he urged the senate and faculty association at Concordia University to take a stand against secrecy in university governance in general and in the search committees for senior administrators in particular. He noted that secrecy was a device to increase the power of senior bureaucrats and boards of governors at the expense of faculty and students.

"How," he asked, "can one know where there is a conflict of interest when proceedings are secret? How does one protect against nepotism whether familial, academic or ideological? How can one know whether private agendas are being advanced...? How can one know whether or not the recommendations of bodies are taken seriously if one cannot know the recommendations in the first place? How can one know if there has been discrimination if the process is closed?"

In the particular case of search committees, he argued that the short list should be made known to the academic constituencies directly involved and they should be asked to comment.

"How can faculty members on such committees," he asked, "be in any sense representative if they cannot discuss the potential choices with colleagues? What sense does it make to prevent them from consultations where such consultations are obviously necessary if the committee's evaluation of the candidates is to be thorough and complete."

Professor Wilson pointed out that over the years CAUT had fought long and hard for open governance.

"There was a time," he said, "when boards of governors and senates met in secret. We heard all the same arguments about how the delicate flowers involved would wither under the glare of publicity. In fact, of course, secrecy merely fuelled the rumour mill and escalated paranoia, thereby making the administration of universities more difficult and collegiality less frequent."

He noted that it is sometimes said that candidates would not put their names forward if the process is not secret. This suggests, he indicated, that they will gain some advantage from secrecy that openness would deny them. He thought that the university should not want such candidates since it seemed unlikely that they would practice open and collegial governance.

CAUT, with the support of OCUFA, put similar views to the task force appointed by the government of Ontario last fall to enquire into the structure and functioning of boards of governors.

Since Professor Wilson wrote to the faculty association, the Board of Governors has begun to backpedal a little bit. No longer does confidentiality cover "all matters discussed at committee meetings" or "any other matter proclaimed by the committee."

Dismissal will apparently be through the dismissal procedures of the contract, not by drumhead court martial by the board although this is largely a formality since breach of confidentiality still involves dismissal — a matter never agreed to when the collective agreement was negotiated by the faculty association.

A challenge to tenure in Alberta

By Allen Panzeri
Edmonton Journal

Giving tenure to academic staff needs to be re-examined and possibly modified, said the chairman of the University of Alberta's board of governors.

"The issue of tenure needs to be revisited, but on an unemotional basis," Stan Milner said in an interview after the board's Feb. 7 meeting in Red Deer.

"The No. 1 thing you can leave your children is education, so you can't be afraid to challenge the existing system and tenure is one of those things that needs to be challenged. Not that it's bad, but it's one of those things the public wants to be re-examined and it should be looked at."

Milner said tenure affects the university's efficiency, its flexibility, its ability to renew its staff and attract outstanding teachers, and its non-academic staff, who are not protected by tenure and are usually the first to be fired when there is a financial crisis.

He said the university needs the same two things businesses need today: the ability to be flexible and the ability to bring in changes, or new products, quickly.

"Tenure slows down cycle time and (the lack of) mandatory retirement slows down cycle time, and both of them slow down flexibility" he said.

He said changes could include limiting the number of tenured staff or providing a higher salary to academic staff in place of tenure.

Milner is president and chief executive officer of Chieftain International Ltd., a company involved in the exploration and production of oil and natural gas.

He graduated from the University of Alberta with a science degree in 1951, and served a term as an Edmonton alderman in the 1960s. He was appointed board chairman by the provincial government in August 1990.

Milner's comments about tenure sent shockwaves across campus, especially with the University of Alberta predicting a year-end deficit for 1991-92 of about $3.5 million, and a deficit of from $6 million to $12 million in 1992-93.

The university has about 1,700 tenured academic staff and about 1,200 non-tenured academic staff.

English professor Jim Marino, president of the academic staff association, said Milner's comments contradict assurances by president Paul Davenport and academic vice-president John McDonald that the university would protect tenure even while restructuring and eliminating departments.

University of Alberta academic staff have a clause in their contracts preventing dismissal because of a financial exigency.

Last year the university eliminated or merged several departments and the displaced academic staff were transferred to other departments. Several more departments could be cut this year.

"This is a major misstatement by the board chairman in the face of comments from his own senior administration," said Marino. "I don't think anyone on staff now feels threatened, but it is a threat to the people who have just been hired or are about to be hired."

Davenport said it's healthy for the university to re-examine all its practices and that academics should expect to periodically explain tenure to the public.

He also said his support of tenure has not changed.

"My position is that it's an important part of a research university," he said.

Philosophy professor Fred Van De Pitte, past president of the academic staff association, said Milner's comments indicate the board doesn't understand what tenure is all about.

"What is made clear by this exchange is that the board needs to be educated on tenure," he said. "They have no idea what it is all about."

He said the guarantee that academic staff can be dismissed only for just cause is no different from the guarantee found in any union contract, and that the special circumstances academics work under demand that they have that protection.

"If the board chairman simply wants to get rid of people who are redundant, which I think is in the back of his mind, he's going to have to go about it in a different way."

Dean of Arts Patricia Clements said among the constraints she faces in her faculty, tenure is not one of them, and predicted she would have difficulty recruiting staff if Milner's suggestions became widely known across Canada.

"The university that does not have tenure is not competitive for attracting staff and not in a very good position for keeping staff."

Serment de confidentialité à l'Université Concordia

résumé par Louise Caron
traductrice, ACPU

Le conseil d'administration de l'Université Concordia a imposé à ses professeurs un serment de confidentialité. Désormais, les membres qui siégeront à un comité de recrutement de cadres supérieurs devront signer une déclaration formelle de confidentialité et accepter les sanctions qui pourraient découler d'un bris de confidentialité.

Par cette mesure, les professeurs sont forcés d'admettre qu'ils risquent d'être congédiés si le conseil d'administration juge qu'ils ont violé leur serment de quelque façon que ce soit.

Le président de l'ACPU, Fred Wilson a envoyé une lettre à l'association de professeurs dans laquelle il a comparé l'imposition du serment au maccarthysme des années 50. Il a qualifié la mesure d'insultante pour les professeurs, a prié le conseil d'administration de la supprimer et a suggéré aux professeurs de ne pas se plier à cette exigence.

M. Wilson a accusé le conseil d'administration de tenter de saper le processus de négociation puisque la question de la confidentialité est abordée dans la convention collective. Il a fait remarquer que l'ACPU prône depuis longtemps une direction transparente.

Depuis la lettre de M. Wilson à l'association de professeurs, le conseil d'administration a fait marche arrière. La confidentialité ne s'appliquera plus à toutes les questions discutées pendant les réunions des comités et le congédiement s'effectuera conformément aux procédures prévues dans la convention.

Quote of the month

"Ministers and civil servants alike distrust experts; Ministers because experts too often tell them that what they want to do will not work, and civil servants because experience has shown that it is much easier to give clear and unambiguous advice if you don't understand the problem."

Sir Peter Swinnerton-Dyer in the 1991 Reith Lecture at Cambridge University quoted in *A.C.U. Bulletin of Current Documentation*, Oct.1991.

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PSE coalition plans strategy

The CAUT *Bulletin* of January 1992 announced the creation of a coalition to lobby the government on post-secondary education matters. This coalition groups organizations representing students and employees (teachers, librarians, teaching assistants, support staff, etc) from community colleges and universities.

At a meeting held on Feb. 8 in Ottawa a draft version of a statement of principles for the coalition was amended and then adopted. The new adopted version appears below.

It was decided that the English name of the coalition from now on, would he the Coalition for Post-Secondary Education.

It was agreed that a two-day conference be held in the fall of 1992. The participants would be the local leaders of each member organization. The theme of the conference would be funding with three sub-themes: 1. The Established Programs Financing (EPF) and the Constitution; 2. Training; and 3. the Canada Student Loans Program (CSLP).

Each coalition member will forward position papers on the theme chosen for the conference. Following the discussions and consensus of the conference, a coalition position paper may then he developed.

The participants representing community college employees expressed their concern about the increased privatization of training by the Canadian Labour Force Development Board. Recently created. this board, is responsible for the developmental use for training of unemployment insurance funds.

The President of the College-Institute Educators' Association of B.C., Ed Lavalle, declared that the trend towards privatization is horrendous. He added that there is almost a billion dollars in the training funds, some of which are spent on CEIC contracts offered to employers or on student vouchers.

"Organizations can then bid for these contracts," he said.

The Canadian Union of Public Employees (CUPE) representative Morna Ballantine expressed the same concern. She said that criteria should be established on how unemployment insurance funds are to be spent.

It was decided that the steering committee of the coalition composed of representatives of CAUT, CFS and CUPE should examine government spending on training so that the coalition can develop a position on this issue.

There was also an agreement that the effects of these financial changes in providing training would be felt ultimately by the end users, the students.

Left to right: Rick Blakely, President, Alberta College-Institute F/A; Michael Simmons, Confederation of Ontario Universitiers Staff; Fred Wilson, President CAUT; Morna Ballantine, CUPE

La Coalition prépare sa stratégie

Dans le numéro de janvier dernier du ***Bulletin*** de l'ACPU, l'ACPU annonçait la création d'une coalition visant à exercer des pressions sur le gouvernement en faveur de l'enseignement postsecondaire. La coalition réunit des organismes qui représentent des étudiants et des employés (professeurs, bibliothécaires, assistants à l'enseignement, employés de soutien, etc.) oeuvrant dans des collèges communautaires et des universités.

Lors d'une réunion tenue le 8 février à Ottawa, les participants ont modifié l'énoncé de principes de la Coalition, puis l'ont adopté. L'énoncé de principes est reproduit ci-dessous.

Les participants ont décidé que, pour l'instant, l'appellation française du groupe serait la Coalition pour l'enseignement postsecondaire.

Un colloque de deux jours sera organisé à l'automne 1992. Les dirigeants locaux de chaque organisme membre y assisteront. Le colloque portera sur le financement et aura trois sous-thèmes: le Financement des programmes établis (FPE) et la Constitution, la formation et le Programme canadien de prêts aux étudiants.

Chaque membre de la coalition soumettra un document de prise de position sur le thème choisi du colloque. Après les discussions et l'obtention d'un consensus au colloque, il sera possible d'élaborer un énoncé d'orientation pour la coalition.

Les participants représentant les employés des collèges communautaires se sont déclarés inquiets de la tendance de la Commission canadienne des mises en valeur de la main-d'oeuvre d'accroître la privatisation de la formation. De création récente, la commission est chargée d'utiliser les fonds de l'assurance-chômage à des fins de formation et de mise en valeur de la main-d'oeuvre.

Le président de la College-Institute Educators' Association of B.C., Ed Lavalle, a déclaré que la tendance à la privatisation était devenue très inquiétante. Il a ajouté que les fonds réservés à la formation s'élevaient à environ un milliard de dollars et qu'une partie était investie dans les contrats de la Commission de l'emploi et de l'immigration du Canada offerts à des employeurs ou dans les bons d'études.

«Des services de formation peuvent alors soumissionner pour ces contrats», a-t-il conclu.

La représentante du Syndicat canadien de la fonction publique (SCFP), Morna Ballantine, a exprimé la même inquiétude. Elle a déclaré qu'il faudrait établir des critères sur la manière de dépenser les fonds de l'assurance-chômage.

Les participants ont décidé que le comité de direction de la coalition, formé de représentants de l'ACPU, de la FCE et du SCFP, se penche sur les dépenses du gouvernement en matière de formation dans le but de mettre au point la position de la coalition sur la question.

Tous ont convenu que les modifications financières apportées aux programmes de formation auront cn fin de compte des répercussions sur ceux qui sont les derniers à s'en servir, à savoir les étudiants.

CAUT takes proposals to NDP gov't of Sask.

continued from page 2

of government for the shared social programs there should be a financial arrangement. Settling the constitutional arrangements without settling the financial would likely leave the latter subject to continuing unilateral change.

Ms. Teichrob shared CAUT's concern about the gradual disappearance of a federal role in post-secondary education, and listened sympathetically to CAUT's proposals.

She pointed out that the minister ultimately responsible for developing Saskatchewan policy on the Constitution is the premier, Roy Romanow. She indicated that she could not give a commitment to CAUT without first presenting the proposals to the cabinet and the premier. She undertook, however, to pass the proposals on to the premier.

CAUT is attempting, along with the faculty associations at the Universities of Saskatchewan and Regina, to arrange further lobbying meetings with members of the provincial government in Saskatchewan. Meetings with premiers and ministers in other provinces are also being arranged.

CLFDB to set up local boards

By Robert Kerr
Past President, CAUT

A plan to establish local labour force development boards has been announced by the Canadian Labour Force Development Board (CLFDB). The local boards will be responsible for planning and implementing training programs and other labour market services within local regions across Canada. The objective is to better adapt these programs to the needs of the local labour market.

Local boards will have access to federal funding from Employment and Immigration Canada (EIC). They will also work with EIC to utilize other related federal programs. If provincial authorities are agreed, the local boards may play a similar role under provincial programs.

The CLFDB was established as a federally-funded non-profit corporation in 1991. Its mandate is to serve as an advocate for better and more accessible training and to advise the federal government on all aspects of training and related employment and adjustment programs and policies.

The majority of the membership of the CLFDB consists of equal numbers of business and lahour representatives but it also includes representatives of the four target groups identified by the federal Employment Equity Act — aboriginal people, people with disabilities, visible minorities and women. There are also two representatives from the education sector. The membership of the local boards will parallel this structure.

The representatives of the education sector on the CLFDB have been selected by a National Educational Organizations Committee (NEOC). Although NEOC was formed specifically as a nominating body, there are indications that it may take on a broader role involving it in direct initiatives with the federal government.

At present, while the Canadian Teachers Federation is a member of NEOC, post-secondary participation consists only of employer organizations such as the Association of Universities and Colleges of Canada.

Coalition for Post-Secondary Education

A Statement of Principles

The members of the coalition are committed to the following principles and goals:

(a) high quality education at all levels and in all types of post-secondary education
(b) removal of financial barriers for post-secondary students
(c) academic freedom and pluralism in post-secondary education
(d) fair and equitable working conditions for all persons employed in post-secondary education
(e) education equity and employment equity at post-secondary institutions
(f) the delivery of public higher education primarily through public funding while recognizing that public institutions may collaborate with the private sector in such areas as research, coop programs, and professional training
(g) opposition to the commercialization and privatization of post-secondary educational programs and services
(h) the shared financial responsibility of the federal government and the provinces for post-secondary education, training, and student aid while recognizing the need for different arrangements in Quebec when so desired by Quebec
(i) increased funding for post-secondary education by both levels of government and reform of the mechanisms for the delivery of such funds

Coalition pour l'enseignement postsecondaire

Énoncé de principes

Les membres de la coalition s'engagent à respecter et à défendre les principes et les objectifs suivants:

(a) un enseignement de qualité supérieure à tous les niveaux et pour toutes les sortes d'enseignement postsecondaire
(b) l'élimination des obstacles financiers pour les étudiants du secteur postsecondaire
(c) la liberté universitaire et le pluralisme dans l'enseignement postsecondaire
(d) des conditions de travail justes et équitables pour toutes les personnes oeuvrant dans le secteur de l'enseignement postsecondaire
(e) l'équité en matière d'éducation et d'emploi dans les établissements d'enseignement postsecondaire
(f) la prestation d'un enseignement supérieur public financé principalement à l'aide de deniers publics tout en reconnaissant que les institutions publiques peuvent collaborer avec le secteur privé dans des domaines comme la recherche, les programmes coopératifs et la formation professionnelle
(g) l'opposition à la commercialisation et à la privatisation des programmes et des services pédagogiques du secteur postsecondaire
(h) la responsabilité financière partagée des gouvernements fédéral et provinciaux au titre de l'enseignement postsecondaire, de la formation et de l'aide financière aux étudiants tout en reconnaissant la nécessité de conclure des ententes distinctes pour le Québec lorsque cette province le souhaite
(i) un financement accru de l'enseignement postsecondaire par les deux paliers de gouvernement et la réforme des mécanismes d'octroi de crédits

PSE a matter of concern

continued from page 1

"catering to the make-up and influences of the host region." It was fairly evident that the standing committee had not bothered to consult those in the party who knew something about post-secondary education.

A second resolution came forward from the workshop. It was originally sponsored by the Ontario branch and had little to say about post-secondary education as such.

An amendment was then adopted, which originated with the Canadian Federation of Students, demanding the "restructuring of the Canada Student Loans program so that approval becomes easier, and the amount be increased in line with the real cost of obtaining an education, and the immediate elimination of the three per cent administrative fee on Canada Student Loans."

For a moment it looked as though the Liberals might vote this down but in the end it became the priority motion of the workshop.

The workshop also passed a variety of other resolutions concerning post-secondary education. These go to the platform committee as well but clearly have a lower priority.

One such called for an amendment to the Charter of Rights to entrench a right to education. Another called for increased support for research and development at universities. Still another would require the provinces to spend the EPF transfers on post-secondary education.

The workshop managed a large number of resolutions on education and other subjects thanks to the good humour and light touch of its chair, Ron Duhamel. On the other hand the party regrettably did not see fit to debate the documents on higher education that were prepared over the last year by Duhamel or earlier by David Dingwall.

The health and social policy workshop spoke quite clearly to the question of social programs although the emphasis was on medicare.

However, a number of motions that passed made explicit reference to post-secondary education. One such was proposed by the New Brunswick Liberal Association. Professor Patterson of the University of New Brunswick spoke strongly in favour of this and related resolutions.

...reaffirm...the tax free status for the printed word and remove the (GST) on reading materials. Resolution on communications and culture

On culture Francis Fox, Sheila Finestone and Mary Clancy led the charge for a resolution to abolish the GST on books and periodicals. Sheila Finestone also successfully pushed a resolution supporting Canada's cultural industries.

The National Women's Liberal Commission was very visible at the convention. It carried a resolution at the plenary session committing the party to guaranteeing the women of Canada "their ongoing support for the maintenance of equality rights under the Charter" and their opposition to "any constitutional initiative which may result in the abrogation of those rights."

The Constitution was a potential minefield. The final resolution covered six pages. The Liberals committed themselves to the Tory formulation of a distinct society in Quebec based on culture, civil law and language — "deux ans après Meech," as *La Presse* said in its headline.

It called for a strong economic union clause including the mobility of persons which would presumably include both students and university professionals. On the division of powers it recognized the need for special powers in Quebec "to promote the French language and culture within its own territory."

It called for concurrent powers in labour market training, regional development and the environment but with no precision on paramountcy.

There was talk in the corridors that this meant the federal government would supply cash and the provinces would carry out the programs. Anyone who believed that had not noticed how the federal government was honouring its parallel financial commitments in the area of university education through EPF.

On the other hand the party also reaffirmed "its commitment to a strong federal spending power which over the years has been used to promote equality of opportunity and the building of a social safety net."

The Liberal high command is in the process of trying to come to grips with the undoubted trend in Canada outside of Quebec, namely that it wants a strong federal government, does not want to decentralize all of Ottawa's powers to the provinces, and is prepared to see certain powers devolved to Quebec if that is the price for the continuation of an effective national government.

At the convention the rank and file of the party clearly wanted a commitment to federal social programs such as medicare and post-secondary education. The high command knew that it had to support medicare and did so, otherwise the Liberals would have been killed by the NDP. But it is still wary of the federal role in the funding of higher education.

The resolutions passed at the convention are not binding on the party. They go to the platform committee. It will be interesting to see whether it listens.

Librarians' Conference
November 1992

"Academic Librarians: Perceptions and Realities", a conference sponsored by the Canadian Association of University Teachers' Librarians' Committee, will be held at the Citadel Inn, Halifax, Nova Scotia, November 26-28th, 1992.

Some of the topics thnt will be addressed include perceptions and realities of academic librarianship, academic librarians and governmental influences, working with faculty nssociations/unions/ ndministrations, mergers of library/faculty associations, career streams, contract language, professional development, worklond and the 'greying' profession.

Registration fees (include reception, beverage breaks and Saturday lunch) are $150 before Oct. 19, 1992 and $175 after Oct. 19, 1992; student fees are $75 before Oct. 19, 1992 and $100 after. For two or more registrants from the same faculty or librarian association the registration fee is $125 each.

For further information, please contact your local faculty or librarian association, Robert Moore or Nancy Gordon nt the CAUT office after March 1992.

Colloque des bibliothécaires
Novembre 1992

Le Comité des bibliothécaires, de l'Association canadienne des professeurs d'université, organise un colloque qui aura lieu du 26 au 28 novembre 1992 sur le thème «Les bibliothécaires d'université: perceptions et réalités». Il se tiendra au Citadel Inn, à Halifax, en Nouvelle-Écosse.

On y traitera entre autres des perceptions et des réalités de la profession, des bibliothécaires d'université et les influences gouvernementales, la collaboration avec les associations ou syndicats de professeurs et nvec l'ndministration, le fusionnement des associations de bibliothécaires et de professeurs, l'orientation des carrières, la terminologie contractuelle, le perfectionnement professionnel, la charge de travail et le vieillissement de la profession.

Les frais d'inscription, qui comprennent une réception, les pauses-santé et le déjeuner du samedi, sont de 150 $ avant le 19 octobre et de 175 $ après le 19 octobre 1992. Pour les étudiants, les frais d'inscription sont de 75 $ nvant le 19 octobre 1992 et de 100 $ après cette date. Pour deux délégués ou plus de la même association de professeurs ou de bibliothécaires, les frais sont de 125 $ chacun.

Vous pouvez obtenir des renseignements supplémentaires en communiquant avec votre association locale de professeurs ou de bibliothécaires, avec Robert Moore ou avec Nancy Gordon, au secrétariat de l'ACPU, après le mois de mars 1992.

Le congrès des Libéraux fédéraux et l'enseignement supérieur

suite de la page 1

délibéré avec sérieux les résolutions relatives aux politiques. Ils ont finalement adopté plus de cinquante résolutions plénières, certaines assez longues et complexes.

Sur la réforme constitutionnelle, il y avait originairement trois résolutions présentées par les associations libérales du Québec, de l'Ontario et de l'Alberta. À la suite d'intenses négociations, les trois associations ont réussi à consolider ces résolutions en une seule. Celle-ci contient le projet d'une Déclaration sur la nature du Canada qui reconnaîtrait [...] l'égalité des sexes, [...] le caractère de société distincte du Québec au sein du Canada; [...] qui devrait comporter un engagement ferme vis-à-vis les programmes sociaux importants [...].

Sur la question de la répartition des pouvoirs, «le Parti libéral du Canada» appuie la création de nouveaux domaines de compétence partagée en matière de la formation de la main-d'oeuvre, [...]». Notons que l'ACPU suggère la même chose, mais pour l'enseignement postsecondaire. De plus le «Parti libéral du Canada est favorable à l'utilisation du pouvoir de dépenser du gouvernement fédéral [...], mais que si ce pouvoir de dépenser est utilisé «à créer des programmes à frais partagés dans les domaines de compétence exclusivement provinciale, il doit être assujetti au droit de retrait des provinces avec pleine compensation financière [...]».

L'ACPU est d'accord avec cette dernière proposition, mais suggère que seul le Québec ait le droit de retrait avec compensation financière.

La résolution sur l'Éducation et la formation professionnelle prévoit que «a) [...] l'éducation et la formation professionnelle constituent des priorités qui échappent aux coupures et aux diminutions d'appui financier qui ont caractérisé la politique fédérale depuis les huit dernières années; b) les fonds nouveaux [..] soient distribués en privilégiant les choix qui ont pour but de développer des centres d'excellence qui correspondent à la vocation économique et sociale particulière des différentes régions du pays; [...] e) Une commission royale d'enquête soit formée pour évaluer la nature des réformes qui devraient être entreprises dans le réseau universitaire pour assurer que la formation dispensée par les universités soit mieux adaptée aux exigences de l'économie et de la concurrence et à ceux de la recherche fondamentale et appliquée qui demeure l'un des pôles dynamiques de la vie universitaire au pays». La partie a) semble faire référence aux réductions effectuées au Financement des programmes établis (FPE), même si ce n'est pas dit en toutes lettres, et est douce à entendre. La partie b) sur les centres d'excellence, par contre, est loin d'être claire même si l'intention était probablement valable. Quant à la section e) sur la commission d'enquête, notons d'abord que la version française parle de «recherche fondamentale et appliquée» alors que la version anglaise se limite à «applied research». De plus, cette commission est nettement axée sur l'économie et la concurrence, fait peu (ou pas) de place aux sciences humaines et semble être sortie tout droit d'un atelier du parti conservateur.

La résolution prioritaire sur la stratégie économique prévoit qu'un gouvernement libéral fédéral [..] b) augmentera le budget de recherche et de développement. Cependant, même si les «Attendus que» parlent de «population active hautement qualifiée, instruite, [...]», de «garantir l'excellence dans ses établissements d'études et de formation», la résolution proprement dite n'explique pas comment on pourrait aider l'enseignement postsecondaire dans la poursuite de ces objectifs.

Il est résolu qu'un gouvernement libéral fédéral [...] augmentera le budget de recherche et de développement; [...]. Résolution prioritaire #8

D'après la résolution sur une politique sociale et économique nationale, un «gouvernement libéral [...] e) veillerait à l'utilisation de notre potentiel humain en luttant contre l'analphabétisme; en préconisant la formation spécialisée, le recyclage, la recherche et le développement, l'innovation et l'entreprenariat; [...]». Notons que l'expression «formation spécialisée» du texte français est rendue par «skill training» en anglais qui est une expression plus limitée. Si on excepte la recherche et le développement, on laisse ici peu de place à la formation universitaire.

Une résolution sur la communication et la culture déclare qu'un gouvernement libéral [...] supprimera la taxe sur les produits et services (TPS) sur les lectures. L'ACPU se félicite de cette résolution.

«L'accès universel des citoyens à tous les programmes auxquels ils sont admissibles» est réaffirmé dans la résolution sur les politiques sociales et de santé.

Craignant en particulier «que les propositions visant à changer la constitution actuelle risquent,[...] de remettre en question les droits pour lesquels les femmes et le Parti libéral du Canada se sont longtemps battus», le congrès a adopté qu'il «est résolu que le chef, le groupe parlementaire et les membres du Parti libéral du Canada garantissent au femmes du Canada leur soutien immuable pour le maintien des droits à l'égalité dans la Charte et s'engagent à s'opposer à toute initiative constitutionnelle qui risque de mener à l'abrogation de ces droits». La Commission libérale féminine nationale, qui a été très active et visible durant le congrès, a présenté cette résolution, conjointement avec la Commission féminine de l'Ontario.

La dernière résolution de la plénière discute, entre autres, du Programme de prêts étudiants du Canada de sorte que «l'on puisse les obtenir plus facilement, que les sommes prêtées soient augmentées pour refléter d'un peu plus près les coûts de l'instruction; que l'on élimine immédiatement les droits administratifs de 3 pour cent sur les prêts étudiants du Canada;» [...].

Que l'on élimine immédiatement les droits administratifs de 3 p. 100 sur les Prêts étudiants du Canada; Résolution prioritaire #59

Les résolutions votées au congrès ne lient pas le parti. Comme l'écrivaient Chaviva Hosek et Paul Martin, coprésidents du Comité du programme électoral, «celles (les résolutions) qui seront adoptées en séance plénière nous aideront à formuler le programme qui doit nous mener à la victoire». Nous verrons durant la prochaine année jusqu'à quel point on tiendra compte de l'aide apportée par le congrès de février 1992.

CAUT BOOKSHELF / LE COIN DES LIVRES

Toward a Canada-Quebec Union

by Philip Resnick
McGill-Queen's University Press, 119 pp.

Books from the separatist 1970s, such as Marcel Rioux's *Quebec in Question*, André Bernard's *What Does Quebec Want?*, and Richard Simeon's *Must Canada Fail?*, now seem as timely in our post-Meech Lake hangover as in the 1970s.

After our complacent 1980s we again face problems that were supposedly resolved and books attempting to peer into our constitutional future are again being published.

Three examples are: *After Meech Lake: Lessons for the Future* (edited by David Smith, Peter MacKinnon, and John Courtney — published by Fifth House Publishers in Saskatoon), *Options for a New Canada* (another collection of essays, edited by Ronald Watts and Douglas Brown — published by the University of Toronto Press) and, *Toward a Canada-Quebec Union* by Philip Resnick.

Resnick, a political scientist at the University of British Columbia, caused a small literary stir a few years ago with *Letters to a Québécois Friend*. And the Social Science Federation of Canada recently named his reflections on the Canadian state, *The Mask of Proteus*, the country's best social-science book in English, 1991-91.

This year, Resnick has put together, in *Toward a Canada-Quebec Union*, a very readable essay aimed at understanding the social and political forces that led to the failure of the Meech Lake Accord and the resurgence of Quebec separatism.

Instead of dwelling on the political leaders and parties involved, Resnick puts the focus on Quebec and English-speaking Canada as "two sociological nations."

Arguing that the Trudeau-federalist solution to Quebec's disgruntlement is now inadequate, Resnick writes:

"We have crossed a certain divide over the past decades. Quebec sees itself as a sociological nation and will accept no political arrangement that fails to do the same...: There is no putting the old Humpty Dumpty of Canadian federalism together again."

Resnick offers a constitutional and institutional blueprint for new arrangements between Quebec and the rest of Canada. It is similar to what some earlier political scientists labelled "consociational democracy." It would accommodate and peacefully govern the various sectors in a strongly segmented society. Instead of dusting off the old books on federalism, one might look again at *Consociational Democracy* (McClelland and Stewart, 1974) by Carleton University's Kenneth McRae.

Toward a Canada-Quebec Union is succinct and well written, but one criticism is worth noting. Resnick looks at the sociological side of Canadian politics while others concentrate on the actions of government leaders and their legal advisers, yet the influence of organized special economic and social interests receives only passing reference. The evolution of a nation's constitution and the control of the reins of power may be influenced by forces other than the electorate and their elected representatives.

(Review by Christopher Adams student in political science PhD program at Carleton University) Reprinted with permission from The Ottawa Citizen.

•*Introduction to the GST for Individual Artists*
•*Introduction to the GST for Arts Organizations*

Canada Council and the Canadian Conference for the Arts, Ottawa, 1991

Two useful pamphlets for members of the arts community about the complexities of the GST. The document for individual artists first outlines the basic concepts involved in the GST and then deals with particular questions such as performances, royalties, musical instruments etc.

Cold Warrior, James Jesus Angleton: The CIA's Master Spy Hunter

by Tom Mangold
Simon & Schuster, London, 1991.

If anyone still needs a lesson on why governments who employ spies and counter-spies need effective systems of accountability, this is the tale to read. Angleton was head of the CIA's Counter-Intelligence Staff for 20 years. As Mangold relates, he managed to do more damage to the United States and its allies than any mole within the ranks of the CIA. His paranoia and his uncritical support of the defector, Anatolyi Golitsyn paralysed his own agency without producing any significant results. Indeed at the end his staff investigated him and Golitsyn as the possible Soviet moles. A fitting retribution.

The chapter on Operation Gridiron should be of particular interest to Canadians because it deals with one of Angleton's victims in this country, James Leslie Bennett. Mangold says that there was a spy in the RCMP security service, that it was not Bennett, that the CIA, the Canadian security forces and the author all know who the person is, and that the security forces have known since 1985. Bennett continues to live in genteel poverty in Australia unlike the American victims of Angleton who have collected substantial damages. Questions anyone?

(Spies live in a secret world. It is only appropriate that reviewers of books about spies should also be secret. But in this case we will reveal the truth - the author is Dr. Donald C. Savage, Executive Director, CAUT)

CAUT CALENDAR

Academic Freedom & Tenure	Mar 13-15
Status of Women Committee	Mar 13-14
Librarians Committee	Mar 13-14
Executive Committee	Mar 20-21
Grievance Officers Conf. (Montreal)	**Mar 27-29**
Consortium	Apr 1
Consortium	May 6
Executive Committee	May 5-6
Coop PPPC	May 6
CB Coop	May 7
Council	May 8-10

CALENDRIER DE L'ACPU

CLUPE	13-15 mars
Comité du statut de la femme	13-14 mars
Comité des bibliothécaires	13-14 mars
Comité de direction	20-21 mars
Conf. agents de griefs (Montréal)	**27-29 mars**
Consortium	1er avril
Consortium	6 mai
Comité de direction	5-6 mai
CPPP (Coopérative)	6 mai
Coop de négociation collective	7 mai
Conseil	8-10 mai

Our Apologies

Our photo captions in the Feb. issue of the ***Bulletin*** incorrectly identified Richard Deaton and Roy Rastrick, speakers at the Collective Bargaining Cooperative workshop held in January, the correct photo captions are below:

Nos excuses

Toutes nos excuses pour une erreur qui s'est glissée dans le numéro de février du ***Bulletin***. Les noms des deux conférenciers de l'atelier de la Coopérative de négociation collective tenu en janvier, Richard Deaton et Roy Rastrick, ont été inversés sous leur photo. Il aurait fallu lire:

Richard Deaton
Associate Research Director, CUPE
directeur de recherches associé, SCFP

Roy Rastrick
President/président, Canadian Labour Benefit Plans Ltd.

Les universités devront recruter 4000 profs de plus d'ici 10 ans pour contrer une pénurie d'enseignants

par Isabelle Paré

D'ici l'an 2000, les universités canadiennes devront recruter jusqu'à 4000 professeurs de plus que prévu pour éviter à moyen terme une pénurie grave d'enseignants. Une pénurie qui, croit-on, pourrait aller jusqu'à mettre en péril la qualité de l'enseignement universitaire au Canada.

Telles sont les sombres prédictions tracées dans l'étude réalisée par l'Association des universités et collèges du Canada, pour déterminer si le début de pénurie observée récemment dans le corps professoral universitaire aux États-Unis aura des échos au Canada.

De fait, tout laisse croire que la rareté de professeurs qui se fait sentir chez nos voisins américains frappera le pays avec quelques années de retard. Pis encore, pronostiquent les auteurs, la carence américaine risque même d'aggraver le problème canadien car les universités d'outre-frontières, à court de recrues, viendront puiser dans le lot de nos détenteurs de doctorat!

«Ces pénuries pourraient mettre en péril la qualité de l'enseignement dispensé dans les universités du pays. Elles pourraient également miner l'aptitude du Canada à maintenir et améliorer sa position concurrentielle face aux autres pays à économie fondée sur le haut savoir», projettent les auteurs de l'étude. Rien de moins.

A priori, on pourrait croire qu'un Québec francophone serait à l'abri de cette course américaine aux diplômes. Mais au contraire, nos détenteurs de doctorat, très souvent bilingues, sont beaucoup plus nombreux à s'exiler vers d'autres provinces et d'autres pays que ne le sont les diplômés d'outre-mer qui s'installent dans nos universités. Le Québec encaisse un perte nette à ce chapitre.

Bref, pour éviter ce chaos, poursuivent les auteurs, c'est pas moins de 450 professeurs de plus chaque année que devront recruter les universités au cours de la prochaine décade pour combler le vide laissé par le lot des départs et des retraites.

En supposant que le taux d'embauche demeure constant, le nombre de professeurs à remplacer passera de 1750 en 1990 à 2200 en l'an 2000. Bref, c'est près de 60 p. 100 du corps professoral qu'il faudra remplacer en 10 ans étant donné le vieillissement de l'ensemble des enseignants.

Or, l'étude faite par l'AUCC démontre que le nombre de chaises vides laissées par les ex-professeurs augmente plus rapidement que celui des détenteurs de doctorat produits par nos universités à l'heure actuelle. Et ce, même si les études de 3e cycle vont bon train.

En 15 ans, les inscriptions aux études doctorales ont augmenté de 65 p. 100 au Canada, et entre 1978 et 1988, le nombre des diplômés au doctorat s'est accru de 33 p. 100.

Mais malheureusement, l'embaucbe des nouveaux candidats connaît un rythme beaucoup moins trépidant. La croissance du corps professoral, qui a culminé à 12 p. 100 par an dans les années soixante, stagne maintenant à 1,2 p. 100 par année. Plus encore, dans le domaine des sciences naturelles et du génie, on prévoit même une diminution du nombre de diplômés au doctorat. Sans compter tous ceux qui sont engagés par le secteur privé, qui gruge une part de plus en plus importante du marché de l'emploi autrefois dominé par le milieu de l'enseignement.

«La seule solution ne peut être de produire plus de diplômés, il faut aussi réussir à garder les professeurs actuels. Car la difficulté n'est pas seulement d'attirer les jeunes, mais de garder ceux qui quittent l'université avant l'âge de la retraite», avance M. Ilerb O'Heron, analyste à l'AUCC et coauteur de l'étude.

De fait, l'étude révèle aussi que la retraite n'est pas la principale cause de départ des professeurs. Il y a 10 ans, plus de 60 p. 100 de l'attrition était due aux professeurs âgés de moins de 45 ans. Aujourd'hui encore, on croit que la majorité d'entre eux quittent dans la pleine fleur de l'âge pour des emplois plus rémunérateurs.

Bref, tout cela démontre que d'ici 10 ans, les universités devront redoubler d'ardeur pour conserver leurs effectifs et s'assurer de nouvelles recrues.

Une partie du problème est le salaire, avance M. O'Heron. «Les universités sont maintenant en concurrence avec des marchés de l'emploi où les salaires sont plus élevés et les conditions de travail meilleures. La capacité du milieu universitaire de faire face ou non à cette crise, conclut-il, dépendra donc directement du financement que réservera le gouvernement au système universitaire au cours des prochaines années.»

(publié avec la permission du *Devoir*, le samedi 1er février 1992)

CLASSIFIEDS/ANNONCES CLASSÉES

CAUT/ACPU BULLETIN

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demades avant le 30 du mois de publication.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPU s'attend à ce que tous les postes annoncées dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la for sur les droits de la personne ne le permette. Il incombe à l'établissement qui a l'intention de faire paraitre une annonce restrictive de fournir à la rédactrice du Bulletin une déclaration énonçant ces raisons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

Beaucoup d'universités canadiennes se sont jointes au programme de contrats fédéraux. Le programme exige que les tournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des aborigènes, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le Bulletin de l'ACPU de fournir des renseignements à caractère confidentiel.

As a service to CAUT members interested in positions available in other countries, the ***Bulletin*** *accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 – 14th. St. N.W., Washington, DC 20005; tel: 202-737-5900.*

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005; tél:(202) 737-5900.

ACCOUNTANCY

UNIVERSITY OF WATERLOO, School of Accountancy. Applications are invited for faculty position from those with teaching and research interests in (1) financial accounting, (2) finance, (3) management accounting and information systems, (4) auditing, (5) taxation. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1992 or by arrangement. Appointments available until positions filled. Send resumes to the Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D graduates appointed as Assistant Professors wherever possible. The University of Waterloo encourages applications from qualified women and men, members of the visible minorities, native peoples, and persons with disabilities.

ADMINISTRATIVE STUDIES

YORK UNIVERSITY - ATKINSON COLLEGE: Department of Administrative Studies. Applicants are invited for a one year contractually limited position in Marketing to replace the full time Marketing Area Co-ordinator on sabbatical leave. Qualifications are a minimum of an M.B.A. in Marketing (completed or nearly completed Ph.D. preferred), good administrative and communication skills, and an ability to work with full and twenty part time faculty members. Rank is open. Teaching load is five half courses, primarily with part time adult undergraduates, in a primarily evening programme. Administrative work will include most duties of Marketing Area Co-ordinator. Starting date is July 1, 1992. Send applications, including C.V. and names of three references by April 15, 1992, to: Professor Victor MacKinnon, M.A., L.L.B., L.L.M., S.J.D., Professor of Law and Administration, Chair of the Department, Department of Administrative Studies, Atkinson College, York University, 4700 Keele Street, North York, Ontario M3J 1P3. York University is implementing a policy of employment equity including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ANIMAL & POULTRY SCIENCE

UNIVERSITY OF SASKATCHEWAN, SASKATOON, CANADA: Vertebrate Molecular Genetics, Department of Animal and Poultry Science. Applications are invited for a tenure track position as Assistant/Associate Professor in the Department of Animal and Poultry Science. The area of expertise sought is molecular and/or biochemical genetics. Experience in molecular genetics and molecular techniques is desirable. Teaching duties will include courses in animal breeding, genetics, and biotechnology at the undergraduate and graduate levels. Future research should involve farm animals. Research collaboration is possible with an active group of researchers, including persons specializing in molecular genetics, microbial genetics, immunogenetics, cytogenetics, and embryo manipulation. Some extension and industry liaison will be required. Position begins on July 1, 1992. Please submit a curriculum vitae, relevant reprints, transcripts, and the names and addresses of three referees to Dr. D.A. Christensen, Head, Department of Animal and Poultry Science, University of Saskatchewan, Saskatoon, Canada S7N 0W0 by March 31, 1992. In accordance with Canadian immigration regulations, priority will be given to Canadian citizens.

MACDONALD CAMPUS OF McGILL UNIVERSITY: Animal Science. Applications are invited for a full-time, tenure-track research position in Information Systems in Dairy Cattle Breeding. Applicants must have a Ph.D degree, with strong emphasis in quantitative population genetics, statistics, with particular emphasis on multivariate mixed lineal model methodology and REML theory and application in dairy cattle breeding and computer analyses of large field data sets. Demonstrated experience in computer programming and relevant statistical software packages is essential. Knowledge of the Canadian dairy cattle breeding industry is essential, and any experience in developing and establishing national programs for genetic evaluations of Canadian dairy cattle would be an asset. It is envisaged that the appointment shall be made at the Assistant Professor level, and shall commence June 1, 1992. The minimum Assistant Professor salary is $40,275 per annum. Applications should include a curriculum vitae and names of three referees, and should be directed to: Professor Bruce Downey, Chair, Department of Animal Science, Macdonald Campus of McGill University, 21,111 Lakeshore Road, Ste Anne de Bellevue, PQ, H9X 1C0. The closing date for applications is April 15, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ANTHROPOLOGY

SIMON FRASER UNIVERSITY: Vacancy in Anthropology. The Department of Sociology/Anthropology at Simon Fraser wishes to fill a tenure track position at the full Professor level, effective September 1992, remuneration commensurate with qualifications. This position is subject to budgetary approval. The Department is looking for a scholar with a strong publication and research record and extensive field experience. An interest in South East Asia/Pacific and/or Latin America is required, with specialties in economic and political anthropology, especially environmental issues. The candidate is also expected to take part in departmental core teaching in Anthropology. Letter of application, curriculum vitae and names and addresses of three referees should be sent to the Chairperson of the Appointments Committee, Sociology/Anthropology Department, Simon Fraser University, Burnaby, B.C., V5A 1S6, Canada. Deadline for applications is March 30, 1992. In accordance with Canadian immigration requirements, this advertisement is in the first instance directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

APPLIED MATHEMATICS

UNIVERSITY OF MANITOBA: The Department of Applied Mathematics, University of Manitoba invites applications from outstanding candidates for a tenure track appointment at the rank of Assistant Professor, commencing July 1, 1992 (subject to budgetary approval). Applicants should hold a Ph.D. degree. Salary dependent on qualifications and experience. Duties include undergraduate teaching, graduate teaching and research. The Department is searching for mathematically qualified applicants in the areas of computational applied mathematics, nonlinear waves, or dynamical systems, but other areas of specialization in applied mathematics will also be considered. The Department has undergraduate and Master's programs and is closely affiliated with the University of Manitoba Industrial Mathematical Sciences. The University encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Send your application, including a curriculum vitae, and the names of three referees on or before April 30, 1992 to: Chairman, Search Committee, Department of Applied Mathematics, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

ART HISTORY

BISHOP'S UNIVERSITY: The Department of Fine Arts, Bishop's University invites applications for a temporary replacement in art history during the academic year 1992-93, subject to budgetary approval. Candidates should be qualified to teach courses in European art and architecture of the 17th and 18th centuries. Applications indicating interest in teaching a course on women and art are especially encouraged. Closing date for applications is March 30, 1992. Please send curriculum vitae and the names of three referees to: Dr. Gary Retzlaff, Dean of Humanities, Bishop's University, Lennoxville, Quebec, J1M 1Z7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN: Department of Art and Art History. Applications are invited for a twelve-month term position, beginning July 1, 1992. The position is to be filled at the Instructor level. The successful applicant will teach a one-third share of the introductory (110.6) course and two other upper level courses in the areas of Canadian and Contemporary art history. Applications with curriculum vitae, reprints of published work and three letters of reference must be received by March 31, 1992 and may be addressed to Professor K. Bell, Department of Art and Art History, University of Saskatchewan, Saskatoon, Sask S7N 0W0. The University of Saskatchewan is committed to the principles of employment equity. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

ASIAN STUDIES

THE UNIVERSITY OF BRITISH COLUMBIA: Position in South Asian History. Applications are invited for an eight-month replacement position at the Sessional Lecturer level in South Asian History. The candidate will be asked to teach (a) Introduction to South Asia at the first-year level and at the third- and fourth-year level, (b) political and cultural history of India from the earliest times to the medieval period, and (c) either contemporary South Asia or South Asian mythology in translation. Completed or near completed Ph.D. required. North American university teaching experience desirable. Appointment to begin September 1, 1992. Send curriculum vitae, copies of publications, and the names and addresses of at least three referees to Professor Michael S. Duke, Head, Department of Asian Studies, University of British Columbia, Vancouver, B.C., Canada V6T 1Z2. The deadline for receipt of applications is April 15, 1992. The University of British Columbia encourages qualified women and minority applicants. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

BIOCHEMISTRY

THE UNIVERSITY OF BRITISH COLUMBIA: Biochemistry Department - Research Associate position in Physical Biochemistry. The successful candidate will be involved in the generation and characterization of liposomal systems both in the context of the use of liposomes as model membrane systems and as drug delivery vehicles. The position requires a background in Physical Chemistry or Biochemistry, a Ph.D. in these or related disciplines, as well as 2 years of postdoctoral experience in the liposomal research area. The position is available May 1, 1992 at a salary of $26,000 p.a. for two years in the first instance, and is renewable up to five years. Applications should be made by May 1, 1992 to Professor Pieter Cullis, Department of Biochemistry, University of British Columbia, Vancouver, B.C. V6T 1Z3. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. UBC encourages qualified women and minority applicants.

UNIVERSITY OF ALBERTA: Research Associate, Department of Biochemistry. Applications are invited for the position of Research Associate in the field of electron spin resonance of bacterial electron transport proteins. The position is open July 1, 1992 and is long term. Candidates must have a doctoral degree in Biochemistry and at least 2-3 years of postdoctoral training in the use of ultra-low temperature electron spin resonance spectrometers and site-directed mutagenesis. The candidate must be able to analyze and interpret ESR spectra. Research in the area of site-directed mutagenesis of non-heme iron clusters and molybdopterin cofactors in bacterial anaerobic electron transport proteins is currently being undertaken. Salary will be in the range of $33,000 p.a. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications including a detailed curriculum vitae, list of publications and names and addresses of three references should be sent to Dr. Joel Weiner, Department of Biochemistry, University of Alberta, Edmonton, Alberta, T6G 2H7 by March 31, 1992. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

THE UNIVERSITY OF BRITISH COLUMBIA: Biochemistry Department - Research Associate position in Organic Chemistry. The successful candidate will be involved in the synthesis and purification of protein lipid, drug-lipid and polymer-lipid conjugates having potential utility for optimizing the therapeutic properties of liposomal drug delivery systems in the treatment of cancer and other disease states. The position requires a Ph.D. in Chemistry with at least 1 year of relevant postdoctoral experience. Experience with bifunctional coupling chemistry, as well as lipid and polymer chemistry is required and some background in pharmaceutical requirements for drug development and manufacture would be most useful. The position is available May 1, 1992 at a salary of $25,000 p.a. for two yrs in the first instance, and is renewable up to 5 yrs. Applications should be made by May 1, 1992 to Professor Pieter Cullis, Department of Biochemistry, University of British Columbia, Vancouver, B.C. V6T 1Z3. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. UBC encourages qualified women and minority applicants.

BIOLOGY

QUEEN'S UNIVERSITY: Plant Biologist. The Department of Biology at Queen's University is seeking a Plant Biologist to fill a tenure-track position at the Assistant Professor level. Candidates from all sub-disciplines within plant biology are encouraged to apply but the ideal candidate will enhance our current research strengths in plant physiology and/or plant ecology. Qualifications include a Ph.D. degree and published evidence of excellent research ability. The successful candidate will be expected to develop a vigorous research program and should be an enthusiastic and competent teacher. Expected date of appointment is July 1, 1992, or when a suitable candidate is found. Applications (which should include a curriculum vitae and statement of current and prospective research interests) plus three letters of reference should be sent to: Dr. David T. Dennis, Head, Department of Biology, Queen's University, Kingston, Ontario, K7L 3N6, Canada. Application deadline is March 31, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. (Queen's University is willing to help the spouse of a new appointee seek suitable employment.)

UNIVERSITY OF VICTORIA: Laboratory Manager. A position is available as manager of a Core Facility in Biotechnology in the Centre for Environmental Health. This position involves the running of a DNA facility equipped with automated DNA synthesizers and DNA sequencers. In addition, the candidate will be expected to manage his/her own research projects on the mechanisms of mutation by chemotherapeutic agents and the effect of mutation on the structure/function relationship of proteins. A knowledge of computer databases and programming for the management of research data is also important. An MD or PhD and a minimum of 3 years of post-doctoral experience is necessary. The appointment can be for up to five years and under appropriate circumstances the successful candidate can be appointed as a research professor. The position is part of an NSERC-Pharmacia Chair Award at the University of Victoria. Applications can be sent care of Ms. P. Tymchuk at the Centre for Environmental Health, Department of Biology, University of Victoria, R.R. #2, 9865 West Saanich Road, Sidney, BC V8L 3S1.

UNIVERSITÉ LAURENTIENNE: Le Département de biologie annonce un concours un poste pouvant mener à la permanence en génétique au rang de professeur(e) adjoint(e) commençant le 1er juillet 1992. Les candidat(e)s devront détenir un doctorat (Ph.D.) en plus d'avoir fait preuve de leurs aptitudes à la recherche et à l'enseignement. La personne choisie pour ce poste sera appelée à enseigner les cours suivants en français: Génétique, introduction aux ravenir(ère)s et deux autres cours au niveau du premier cycle. Les candidat(e)s enverront un curriculum vitae et feront le necessaire pour faire parvenir directement trois lettres de référence au: Dr. J.D. Shorthouse, directeur, Département de biologie, Université Laurentienne, Sudbury, Ontario, P3E 2C6, avant le 1er mai 1992. Ce poste est sujet à l'approbation budgétaire et conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyens canadiens et aux résidents permanents.

UNIVERSITY OF WINNIPEG: The Department of Biology invites applications for a nine month sessional appointment at the Assistant Professor level, commencing on August 1st, 1992. The position is subject to budgetary approval. Applicants must have a Ph.D. and be qualified to teach courses in Microbiology at the introductory and advanced undergraduate program. The appointment will be made in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents of Canada. Deadline for application is March 31st, 1992. Applicants should send their curriculum vitae, reprints of two representative publications, and arrange for three referees to send their comments to: Dr. William S. Evans, Chairman, Department of Biology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba

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R3B 2E9; Telephone: (204) 786-9862; Fax: (204) 783-7981

UNIVERSITY OF WINNIPEG: The Department of Biology invites applications for a tenure-track appointment at the Assistant Professor level, commencing July 1st, 1992. Preference will be given to theoretical biologists with expertise in ecophysiology, behaviour, evolutionary theory or population biology. Applicants must have a Ph.D. and must be qualified to teach in, and develop courses appropriate to, our broadly based undergraduate program. The successful candidate will be expected to develop an externally funded research program independently or in collaboration with other Department members. The appointment, subject to budgetary approval, will be made in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents of Canada. Deadline for applications is March 31st, 1992. Applicants should send their curriculum vitae, reprints of two representative publications, a short description of their research interests and arrange for three referees to send their comments to: Dr. William S. Evans, Chairman, Department of Biology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9; Telephone: (204) 786-9862. Fax: (204) 783-7981.

BOTANY

UNIVERSITY OF MANITOBA: The Department of Botany at the University of Manitoba invites applications for a tenure-track position at the Assistant Professor level commencing July 1, 1992 (subject to budgetary approval). The department has broad-based research interests in the areas of terrestrial & aquatic plant ecology, mycology and plant pathology, developmental plant anatomy, plant physiology and biochemistry. Participates in joint undergraduate programs - ecology, genetics and environmental sciences. Applicants should possess a Ph.D. in Botany or related disciplines. They should be prepared to teach and to develop a research program in physiological plant ecology, plant systematics or population genetics. Both independent and collaborative research is encouraged. Teaching experience is desirable in one or more of: plant ecology, general plant taxonomy, general botany or plant biology. Salary dependent on qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence I. Gould, Head, Department of Botany, 220 Bannatyne Building, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

BUSINESS

TRINITY WESTERN UNIVERSITY: Business. Subject to budgetary approval, tenure-track position at rank of Assistant Professor. Preference for Ph.D. either completed or near completion or MA/MBA with related professional experience to teach a combination of accounting, management information systems, business law and finance. Trinity Western University is an evangelical liberal arts university, affiliated with the Evangelical Free Church of Canada. Candidates must be able to support the University's Statement of Faith and its Community Standards agreement. C.V.'s and letters of reference should be addressed to Dr. Harold Hardy, Acting Assistant Dean, Faculty of Business and Economics, Trinity Western University, 7600 Glover Road, Langley, B.C. V3A 6H4; (604) 888-7511. This competition will remain open until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents.

BUSINESS ADMINISTRATION & COMMERCE

UNIVERSITY OF PRINCE EDWARD ISLAND: The School of Business Administration invites applications for two positions. (1) A tenure stream or term position at the Lecturer/Assistant Professor level. A visiting appointment is also possible. Qualification for a tenure stream position is a Ph.D. completed or near completion in Management, Organizational Behaviour or Human Research Management. While candidates with a Ph.D are preferred, candidates with an MBA will be considered. The successful candidate will be expected to teach courses and conduct research in the fields of Introduction to Business, Human Relations (Organizational Behaviour) and Human Resource Management. Salary and rank will depend upon qualifications. This appointment, which is subject to budgetary approval, will commence on July 1, 1992. (2) A sabbatical leave replacement position at the Assistant Professor level. A visiting appointment is also possible. While candidates with a Ph.D. are preferred, candidates with an MBA will be considered. The successful candidate will be expected to teach courses and conduct research in the field of Production/Operations Management. The ability and interest to teach quantitative methods would also be an asset. Salary and rank will depend upon qualifications. This appointment, which is subject to budgetary approval, will commence on July 1, 1992. The University of Prince Edward Island is committed to the principle of employment equity. Send curriculum vitae and the names and addresses of three referees to Dr. J. Ronald Collins, Dean, School of Business Administration, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3.

DALHOUSIE UNIVERSITY: School of Business Administration. The School of Business Administration at Dalhousie University has a tenure-track position subject to budgetary approval at the Assistent or Associate Professor rank, starting on July 1, 1992. All specialities within the finance discipline will be considered. However, Corporate finance, investment, and international finance are the area of greatest need. Candidates are expected to teach at both undergraduate (B Comm.) and graduate (MBA) levels with a teaching load of 2 courses in one term and 3 courses in another. A Ph.D. degree is required but A.B.D. applicants will be considered. Candidates at assistant Professor rank must demonstrate strong desire and potential for teaching and research. Candidates for advanced rank must have a successful track record in teaching, research, and publication. The successful candidate is expected to serve on the School and University Committees. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents. The University has a policy of affirmative action in hiring qualified women. Enquiries should include a curriculum vitae and the names of three referees and be sent to Dr. Iraj Fooladi, Coordinator, or Dr. L.C. MacLean, Director, School of Business Administration, Dalhousie University, 6152 Coburg Road, Halifax, Nova Scotia, B3H 1Z5; FAX number: (902) 494-1526.

THE UNIVERSITY OF BRITISH COLUMBIA/HONG KONG BANK OF CANADA: Chair in Asian Commerce. An endowed chair has been made available to The University of British Columbia's Faculty of Commerce and Business Administration. This gift enables the Faculty to further expand its research and teaching focus on Asian commerce. The Faculty and its Centre for International Business Studies, is inviting nominations or applications from distinguished scholars in a wide variety of international business disciplines, including accounting, finance, economics, industrial relations management, marketing, manufacturing, policy, and transportation. This gift is a permanent appointment as The Hong Kong Bank of Canada Professor in Asian Commerce and is intended to be at the rank of Full Professor with tenure. UBC's Faculty of Commerce and Business Administration offers degree programs at the undergraduate, masters and doctoral levels. Its Ph.D. program is the largest of its kind in Canada. UBC encourages qualified women and minority applicants. Individuals seeking further information should write to Michael Goldberg, Dean, Faculty of Commerce and Business Administration, 2053 Main Mall, UBC, Vancouver, B.C., Canada V6T 1Z2 (or fax number (604) 822-8466).

UNIVERSITY OF NEW BRUNSWICK - SAINT JOHN CAMPUS: Business Administration. The School of Business invites applications for limited-term faculty positions for the 1992-1993 academic year. Candidates must possess, as a minimum, the MBA and the ability to teach a combination of subjects would be an asset. Relevant business, teaching and research experience is desirable. Salary and rank will depend on qualifications and experience and are competitive with those at other Canadian business schools. Please submit curriculum vitae and the names, addresses and telephone numbers of three referees to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. The University of New Brunswick is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada.

UNIVERSITY OF NEW BRUNSWICK: The Faculty of Administration invites applications for tenure track positions in: Accounting, Finance, International Business/Policy, Industrial Relations/Personnel, Law, Marketing, Management Information Systems, Management (Introduction to Business/Micro and Macro-Organizational Behaviour), Management Science and for an instructorship in Business Communications. Qualification for tenure track positions is Ph.D completed or near completion in appropriate disciplines. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. Term positions at the rank of Lecturer may be available for applicants holding an MBA degree or professional accounting designation. Persons with tenured positions elsewhere may apply for visiting appointments. Appointments effective July 1, 1992 or January 1, 1993 as convenient. Successful candidates will teach in the BBA, MBA, and MPA programs and carry out research in their disciplines. Salary is competitive at all ranks. (Some positions are subject to budgetary provisos). Submit curriculum vitae and names and addresses of three referees to Dr. Ronald G. Storey, Dean, Faculty of Administration, University of New Brunswick, P.O Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3. Applications from female candidates are particularly welcome. The University of New Brunswick is committed to the principle of employment equity.

CONCORDIA UNIVERSITY: Faculty of Commerce and Administration, Department of Decision Sciences and Management Information Systems. Applications are invited for tenure track and visiting positions at all ranks, in Management Information Systems and Production/Operations Management, effective June 1, 1992. For appointment as Assistent Professor, preference will be given to candidates who have completed their PhD and who have a strong research orientation. Candidates for higher ranks must provide evidence of excellent teaching and research. Salaries are competitive and depend on rank, research record, and experience. Successful candidates will participate in teaching and research supervision in the following programmes: Undergraduate, Graduate Diploma, MBA, EMBA, MSc, and PhD. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Interested candidates are invited to send an application including curriculum vitae and the names of three excedemic referees to Jerry Tomberlin, Chair, Department of Decision Sciences and Management Information Systems, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8.

CONCORDIA UNIVERSITY: Faculty of Commerce and Administration, Department of Decision Sciences and Management Information Systems. The Department wishes to nominate an eligible applicant with a strong research orientation in Management Information Systems and/or Production/Operations Management for an NSERC Women's Faculty Award. NSERC gives preference to nominees who are within five years since the completion of their doctoral degree. Nominees will also be offered a tenure-track position at the Assistant Professor level starting June 1, 1992. Should the nominee be granted an award, it is expected that she would devote most of her time to research, undertaking only a limited amount of teaching. Concordia University is committed to Employment Equity at all levels, and encourages applications from aboriginal peoples, visible minorities and disabled persons. Only women who are currently citizens or permanent residents of Canada are eligible for the award. Interested candidates are invited to send an application including curriculum vitae and the names of three academic referees to Jerry Tomberlin, Chair, Department of Decision Sciences and Management Information Systems, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND. Memorial's Faculty of Business Administration is seeking applications for faculty positions in many functional areas due to significant growth in undergraduate and graduate programs. These may be tenure-track, contractual or visiting positions and appointments are possible at all ranks. Employment dates are flexible. Salaries are competitive and depend upon qualifications and experience. Tenure-track applicants should hold a doctoral degree or be near completion. The faculty has institutes in the areas of small business and management development. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Please contact: Dr. Rick Roskin, Dean, Faculty of Business Administration, Memorial University of Newfoundland, St. John's, NF A1B 3X5; Telephone: (709) 737-8851; FAX: (709) 737-7690.

UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited in the areas of (i) accounting and (ii) finance. Rank is open based on qualifications and experience. Visiting appointment is also possible. Ph.D. or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open; July 1, 1992 preferred. Application date closes when position is filled. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke free work environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

ALGOMA UNIVERSITY COLLEGE invites applications for a one-year term appointment with the Department of Business Administration in the areas of Accounting, Marketing or Human Resource Management. The appointment will be made at the rank of Lecturer or Assistant Professor. Salary will be commensurate with qualifications and experience. Minimum qualifications for the Accounting area are a graduate degree with a major in Accounting (a stress on the analytical and conceptual framework of Accounting is desirable) and a C.A. designation. Minimum qualification for the areas of Marketing or Human Resource Management is a Ph.D. in the respective or related disciplines. This appointment is subject to final budgetary approval. Applications will be accepted until April 30, 1992. In conformance with Immigration Canada requirements, priority will be given to Canadian citizens and permanent residents. Algoma University College encourages applications from qualified women and men, members of visible minorities, native people and persons with disabilities. Applicants should send a current curriculum vitae, with references, to: Professor James Gibson, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario P6A 2G4.

CHEMISTRY

THE UNIVERSITY OF SASKATCHEWAN, Department of Chemistry, NSERC Women's Faculty Award: The Department of Chemistry is seeking to nominate a candidate for the NSERC Women's Faculty Award in 1993. Applicants from all areas of chemistry will be considered. Appointment beyond the NSERC-funded period will be at a tenurable rank. Applications for nomination should include a curriculum vitae, the names and addresses of three referees, and a detailed research plan. Only Canadian citizens or those with Canadien landed immigrant status qualify for this position. Applications will be accepted until April 30, 1992 and should be addresses to: Chair, Department of Chemistry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada; E-MAIL: WALTZ@SASK.USASK.CA; FAX: 306-966-4730. The University of Saskatchewan is committed to the principles of Employment Equity.

UNIVERSITY OF MANITOBA: The Department of Chemistry, University of Manitoba invites applications from outstanding candidates for a tenure track appointment at the rank of Assistant Professor, commencing July 1, 1992 (subject to final budgetary approval). Candidates must possess a Ph.D. and have post-doctoral, industrial or University teaching experience. All areas of research and teaching experience will be considered. Applications from candidates with expertise in the area of Analytical Chemistry would be particularly welcome. Duties include undergraduate and graduate teaching plus the development of a vigorous research program. The Department has 29 teaching staff, 14 support staff and typically supports about 40 graduate students and 10 research associates or postdoctoral fellows. The Department offers strong teaching and research programs in all areas of Chemistry including Biochemistry and Biotechnology. The Department operates excellent research facilities particularly in the areas of nmr spectroscopy and x-ray diffraction. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Salary will be dependent on qualifications and experience. Applications should contain complete biographical data (including a statement of teaching expertise or industrial experience), names and addresses of three professional referees, copies of university transcripts and a research proposal. Deadline for receipt of applications is TBA or until position is filled. Please address applications to: Dr. N.R. Hunter, Acting Head, Department of Chemistry, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF ALBERTA: Department of Chemistry. A Research Associate position is available immediately in high field (400,500MHz) NMR investigations of DNA structures and enticancer drug-DNA interactions. The candidate should possess a Ph.D. in organic chemistry of synthetic/mechanistic bioorganic background with minimum one year of post-degree research experience in the following: multinuclear (1H, 13C, 31P) one dimensional and 2D (homo- and heteronuclear) techniques as applied to analysis of DNA structures and analysis of individual components of drug-DNA interactions. In accordance with Canadian immigration requirements this advertisement is directed towards Canadien citizens and permanent residents of Canada. Salary range, depending on qualifications and experience, $23,000 to $26,000. Applicants should arrange to have sent by April 30, 1992 a resume and at least two letters of recommendation to Dr. J. William Lown, Department of Chemistry, University of Alberta, Edmonton, AB T6G 2G2. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

UNIVERSITÉ LAURENTIENNE: Professeur(e) adjoint(e) en chimie physique. Le Département de chimie et biochimie de l'Université Laurentienne sollicite des candidatures à un poste en chimie physique qui peut mener à la permanence. Les personnes intéressées devraient posséder un Ph.D. et, de préférence, une expérience post-doctorale. La personne choisie devra enseigner la chimie en français. On s'attend à ce que la personne choisie développe un solide programme de recherche. L'Université Laurentienne pratique une politique d'égalité à l'emploi et invite les personnes qualifiées à présenter leur demande. En accord avec les exigences de l'immigration canadienne, la priorité sera donnée aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. Ce poste est sujet à l'approbation budgétaire. Les personnes intéressées sont priées de faire parvenir leur curriculum vitae, accompagné d'un bref exposé de leur domaine de compétence ainsi que d'un projet de recherche, et des noms et adresses de trois répondants avant la fin de mars à: Dr. Frank Smith, Directeur, Département de chimie

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OKANAGAN COLLEGE

UVic UNIVERSITY OF VICTORIA

OKANAGAN COLLEGE
Invites Applications for College Professors
in the areas listed below
Kelowna, British Columbia

Okanagan College, the University-College of the Okanagan, is a comprehensive college offering vocational, developmental, career and technical programs and university degree programs. It offers programs leading to baccalaureate degrees in Arts and Science in co-operation with the University of British Columbia, and baccalaureate degrees in Education, Nursing, Social Work and Fine Arts in co-operation with the University of Victoria. The College operates campuses in Kelowna, Vernon, Salmon Arm, and Penticton, with degree completion programs concentrated in Kelowna.

The College is adding to its present academic faculty and is inviting applications from individuals who demonstrate a commitment to excellence in teaching and to scholarly achievement. Successful applicants will have an opportunity to assist in the continuing development of undergraduate degree programs.

A doctoral degree or equivalent is required in most disciplines; however, individuals with a master's degree in the discipline, combined with a strong record of teaching and scholarly activity are encouraged to apply. Faculty may be expected to teach introductory courses in their disciplines.

Enquiries of an academic nature should be addressed to the appropriate Department Chairperson or Director as named below.

I. DIVISION OF ARTS

ANTHROPOLOGY — COMPETITION NO. 117FAC91

Cultural Evolution and Cultural Ecology; Prehistory of the Old World; and Physical Anthropology/Archaeology. (Dr. Lloyd Wong, Chairperson, Department of Anthropology/Archaeology/Sociology)

ECONOMICS — COMPETITION NO. 118FAC91

All fields of specialization will be considered, particularly candidates who can teach and carry out research in the areas of economic history or international economics. (Dr. Dennis McGuire, Chairperson)

ENGLISH (Creative Writing) — COMPETITION NO. 119FAC91

Individuals with a specialization in creative writing, particularly poetry, as well as a demonstrated record of innovative and successful post-secondary teaching in academic and business/technical English.

ENGLISH — COMPETITION NO. 120FAC91

Seventeenth century literature, particularly literature of the later English Renaissance. Faculty will be expected to teach both academic and business/technical English at all levels.

ENGLISH — COMPETITION NO. 121FAC91

A position is available at Penticton Centre to teach first and second year university level courses and business and technical writing. A minimum of a master's degree and a record of successful and innovative teaching are required. (Dr. Janet MacArthur, Chairperson)

GEOGRAPHY — COMPETITION NO. 122FAC91

Environmental/resource geographer with expertise in environmental inventory and classification, environmental impact assessment and resource management as well as computer-aided geographic data analysis. Additional experience in environmental change or GIS, or a regional specialization would be an asset. (Dr. Tes de Scally, Chairperson)

HISTORY — COMPETITION NO. 123FAC91

Specialization in any of the following fields: Europe prior to the 18th century; Pre-Confederation Canada; Latin America. (Dr. Eric Nellis, Chairperson)

HISTORY/ECONOMICS (Salmon Arm) — COMPETITION NO. 124FAC91

To teach first and second year university level Economics and History courses. Required areas of specialization are Canadian and World History and Micro and Macro-Economics or European or American History and Canadian Economy or Economic History and Thought as an asset. (Dr. Dennis McGuire, Chairperson, Department of Economics and/or Dr. Eric Nellis, Chairperson, Department of History)

MODERN LANGUAGES — COMPETITION NO. 125FAC91

Either French, German, or Spanish. Facility with a second language an asset. (Ms. Barbara Hilding, Chairperson)

PHILOSOPHY (Two Positions) — COMPETITION NO. 126FAC91

Two positions in either History of Philosophy (Ancient or Medieval) with competence in Philosophy of Language, Theory of Values (Ethical Theory) and Applied Ethics or Contemporary Analytical Philosophy. (Dr. Peter Wrzesniewski, Chairperson)

POLITICAL SCIENCE — COMPETITION NO. 127FAC91

Provincial politics and political theory. (Dr. James Rochlin, Chairperson)

PSYCHOLOGY — COMPETITION NO. 128FAC91

Personality and Abnormal Processes. (Mr. Jim MacGillivray, Chairperson)

SOCIOLOGY — COMPETITION NO. 129FAC91

Crime and Deviance; Aging; and Labour. (Dr. Lloyd Wong, Chairperson)

BACHELOR OF EDUCATION (ELEMENTARY) PROGRAM

Psychological Foundations COMPETITION NO. 133FAC91

This position involves teaching foundational courses in the B.Ed. program, and offers opportunities for research and development into diagnosis of early childhood learning disabilities in a newly developed learning assessment clinic. Supervision of student teaching may also be required. (Ms. Jean Warburton, Director of Education)

Curriculum and Instruction COMPETITION NO. 134FAC91

One position in either of Mathematics/Science or Physical Education.

Mathematics and/or Science methodology for elementary classroom teachers or Physical Education. An interest in educational technology, and its applications in school classrooms would be an asset. Physical Education applicants should have a particular interest in PE at the elementary level, and should also be able to teach courses in curriculum. Supervision of student teaching may also be required. (Ms. Jean Warburton, Director of Education)

II. DIVISION OF APPLIED STUDIES

COMPUTER SCIENCE — COMPETITION NO. 131FAC91

Teach University Transfer courses and programming courses in the Computer Information Systems Diploma Program. Knowledge of Module-2 and Data Structures is necessary. Knowledge of RPG and 4GL is preferred, as well as applied experience in Computer Information Systems. (Mr. Oen Ling, Chairperson)

THE NUMBER OF POSITIONS IS SUBJECT TO BUDGETARY APPROVAL.

APPOINTMENT: Continuing, effective August 4, 1992

SALARY: $39,228 to $58,940 per annum (1991/92 Salary Scale)

Placement on the salary scale is dependent upon qualifications and experience.

CLOSING DATE: March 31, 1992

Salary and working conditions are governed by the Okanagan College Faculty Association Collective Agreement.

APPLICATIONS: Please submit curriculum vitae and the names of three referees to:

Personnel Office
Okanagan College
1000 K.L.O. Road
Kelowna, British Columbia
V1Y 4X8

REFER TO COMPETITION NUMBER ABOVE UPON APPLICATION

CAUT BULLETIN ACPU

el biochimie, Université Laurentienne, Sudbury, Ontario, Canada P3E 2C6

BROCK UNIVERSITY: Faculty Appointment - Chemistry. The Department of Chemistry at Brock University invites applications for a 3-year term appointment at the assistant professor level to commence in July, 1992. The successful candidate will be expected to establish a viable research programme in the Department. We are particularly interested in applications from those with a strong background in organic, inorganic or biophysical chemistry. Extension of the appointment beyond the three year period cannot be guaranteed at this time, but several vacancies at tenure-track positions in organic chemistry are expected to occur as a consequence of retirements in the mid-1990s. Applications including a curriculum vitae, the names of three referees, and a detailed research plan should be sent as soon as possible. Candidates can expedite matters by having referees write the Department directly. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is available pending final budget approval. Brock University is committed to a program of hiring aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled. Applications will be accepted until April 1st, 1992. H.L. Holland, Search Committee Co-ordinator, Department of Chemistry, Brock University, St. Catherines, Ontario L2S 3A1, Canada.

UNIVERSITY OF NEW BRUNSWICK - SAINT JOHN CAMPUS: Chemistry. Applications are invited for a nine month sabbatical replacement position in Chemistry for the 1992-93 academic year. Duties involve teaching primarily in Inorganic Chemistry at the second and third year level. Applicants should send a curriculum vitae together with the names and addresses of three referees to: Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements this notice is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

CONCORDIA UNIVERSITY: The Department of Chemistry and Biochemistry at Concordia University, Montreal, invites applications for a tenure track position at the assistant professor level in physical chemistry starting 1 August 1992. We will consider candidates with expertise in any area of modern surface science, be it experimental or theoretical. Applicants should have a Ph.D. in an appropriate discipline and postdoctoral experience. The successful candidate will be required to attract external funding and to teach physical chemistry at both the undergraduate and graduate level. This individual will join a group of faculty who have active research programs in catalysis, laser spectroscopy, semiconductor photoelectrochemistry, and solid-state ionics. Concordia is a predominantly English-speaking university located in downtown Montreal, in proximity to three other universities. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications will be received until the position is filled. Applicants should send a resume and an outline of proposed research and should arrange for three letters of reference to be sent to: Dr. T.J. Adley, Chair, Department of Chemistry and Biochemistry, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

BISHOP'S UNIVERSITY, LENNOXVILLE, QUEBEC: Department of Chemistry. Applications are invited for a one-year temporary replacement appointment to teach General Chemistry, Spectroscopy, and Instrumental Analysis, beginning July 1st, 1992. A Ph.D. or equivalent qualification is required. The successful candidate should have a strong interest in teaching chemistry at the undergraduate level. This appointment is expected to be at the beginning Assistant Professor level. Base salary (1992-93) for Assistent Professor is $38,585. A letter of application together with a curriculum vitae and the names of three referees should be sent as soon as possible to Dr. R.O. Cook, Dean of Natural Sciences and Mathematics, Bishop's University, Lennoxville, Quebec J1M 1Z7; Tel. (819) 822-9633; Fax (819) 822-9661. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

CHILD & YOUTH STUDY

MOUNT SAINT VINCENT UNIVERSITY invites applications for a full-time, tenure-track position in the Child and Youth Study department, commencing August 1, 1992. Salary is based on Mount Saint Vincent University's Collective Agreement. Preference will be given to applicants specializing in the Early Childhood area. Ph.D. preferred. Deadline for applications is April 10, 1992. Letters of application with curriculum vitae and the names of three referees should be sent to Dr. Mary Lyon, Chair, Department of Child and Youth Study, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. In accordance with Canadian immigration requirements, this notice is directed only to Canadian citizens and landed immigrants. The availability of this position is subject to budgetary approval.

CLASSICS

NIPISSING UNIVERSITY COLLEGE invites applications for a sabbatical replacement position in Classics at the rank of Assistant Professor, to commence September 1, 1992. A completed Ph.D. is preferred. Teaching areas will include Greek and Roman Civilization, and at least one of Greek Mythology or Classical Art and Architecture. Closing date: 30 April 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and the names of three referees to: Dr. Ted Chase, Dean of Arts and Science, Nipissing University College, P.O. Box 5002, North Bay, Ontario P1B 8L7

COMMUNICATION STUDIES

UNIVERSITY OF WINDSOR: Department of Communication Studies. Applications are invited for two one-year, limited term appointments in one or more areas in communication studies, but especially in the areas of Quantitative Research Methodology and Communication Theory. Other areas may include Communication Policy, International Communication, Mass Media Criticism, or other communication specialties. Candidates should possess a Ph.D. or equivalent, or a minimum of an M.A. and significant professional experience. Teaching experience and evidence of scholarship are preferred. The appointments, at the Lecturer or Assistant Professor level, subject to budgetary approval, will run from July 1, 1992 to June 30, 1993. Applications will be received until April 1, 1992 or until a suitable appointment is made. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit a letter of applications with a curriculum vitae and the names of three referees to: Dr. Stuart A. Selby, Head, Department of Communication Studies, University of Windsor, Windsor, Ontario N9B 3P4

COMPUTER SCIENCE

ACADIA UNIVERSITY, WOLFVILLE, N.S. Computer Science. Applications are invited for a nine-month appointment (position number 20304R) in Computer Science beginning August 1, 1992. Teaching duties will be introductory software courses. Candidates should possess a Doctorate in Computer Science. Letters of application, curriculum vitae and the names of three references should be forwarded to the Chairperson of the Selection Committee, Dr. Rick Giles, Jodrey School of Computer Science, Acadia University, Wolfville, Nova Scotia, B0P 1X0. For further information, write to the above address, phone (902) 542-2201, ext. 1201, or e-mail giles@ace.acadiau.ca. Applications will be accepted until the position is filled. Acadia University is an equal opportunity employer. Women, aboriginal peoples, visible minorities, and disabled persons are especially invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF BRITISH COLUMBIA: The Department of Computer Science at the University of British Columbia invites applications for the position of Instructor I. As well as an outstanding teaching record, candidates should have experience in curriculum design and course development and in state-of-the-art teaching laboratories, demonstrated commitment to teaching, as well as familiarity with current developments in the teaching of computer science, is essential. A Ph.D. or equivalent in Computer Science is preferred. The position is available as of July 1, 1992, and salary will be commensurate with rank and experience. The position is subject to final budgetary approval. Applicants should submit their resume and the names of at least three references to Marla M. Klawe, Head, Department of Computer Science, University of British Columbia, Vancouver, B.C., V6T 1Z2. Applications will be accepted until April 15, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia is committed to the principle of employment equity program and encourages qualified women and minority applicants.

CARLETON UNIVERSITY: School of Computer Science. Applications are invited for tenure track positions at the rank of Assistant or Associate Professor in the School of Computer Science starting July 1, 1992. The School has 18 full-time faculty with particular research strengths in programming languages and compilers, intelligent systems, object-oriented programming, and parallel and distributed computing. Outstanding candidates with a Ph.D. in any area of computer science and engineering will be considered. Successful candidates are expected to pursue an active research program, perform both graduate and undergraduate teaching, and supervise graduate students. The School offers both undergraduate honours programs and graduate programs at the Masters and the Ph.D. level. The programs have restricted enrolment in order to maintain a high quality research and teaching environment. Prospective faculty can look forward to a dynamic research environment in which collaboration with industry is encouraged. Carleton is located in Ottawa, the capital of Canada and a major centre of advanced technology research and development. Salary commensurate with qualifications and experience. Send curriculum vitae and names of three referees to Professor John Pugh, Director, School of Computer Science, Carleton University, Ottawa, Ontario K1S 5B6, Canada. In accordance with Canadian Immigratron requirernenie, this advertisement is directed in the first instance to Canadian citizens and permenent residents. Other qualified candidates are also invited to apply. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply. This position is subject to budgetary approval.

THE UNIVERSITY OF WATERLOO invites applications for faculty positions in Computer Science, both tenure track and definite term. The Department is looking for candidates in computer graphics and candidates with a strong interest in software. In computer graphics, the department wishes to build on existing strength in curve and surface modelling, and computer-aided geometric design. "Software" is defined broadly, including (but not limited to) software engineering, systems software, programming environments/tools, and software aspects of important applications (for example, database systems, graphics, AI applications). Several positions are available. A Ph.D. in Computer Science or equivalent is required, with evidence of outstanding research accomplishments or potential. Rank and salary will be commensurate with experience. The Department of Computer Science comprises over 40 full-time faculty members engaged in research and teaching. The research activities in the Department cover a broad spectrum. The Department and its research laboratories are housed in the new 300,000 sq. ft. William G. Davis Computer Research Centre. The Department is a key participant in ITRC, Information Technology Research Centre (a Centre of Excellence funded by the government of the Province of Ontario) that supports basic and applied research in information technology. Applications should include a curriculum vitae and the names of three references and should be directed to the chairman: Professor P.A. (Paul) Larson, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, paterson@waterloo.edu. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

THE UNIVERSITY OF WATERLOO invites applications for faculty positions in Computer Science, at the Rank of Associate Professor. This position is in the area of Theoretical Computer Science, in particular, learning theory. A Ph.D. in Computer Science, several years of experience in teaching and research, and an outstanding research record are required. Rank and salary will be commensurate with experience. The Department of Computer Science comprises over 40 full-time faculty members engaged in research and teaching. The research activities in the Department cover a broad spectrum. The Department and its research laboratories are housed in the new 300,000 sq. ft. William G. Davis Computer Research Centre. The Department is a key participant in ITRC, Information Technology Research Centre (a Centre of Excellence funded by the government of the Province of Ontario) that supports basic and applied research in information technology. Applications should include a curriculum vitae and the names of three references and should be directed to the chairman: Professor P.A. (Paul) Larson, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, paterson@waterloo.edu. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

THE UNIVERSITY OF WINNIPEG: The Department of Economics, The University of Winnipeg, invites applications from qualified women and men for an 8 month term position. The rank is at the Instructor level. The appointment is effective on September 1 1992 (subject to budgetary approval). Applicants for the position should have their Ph.D. completed or very near completion. The successful candidate must have a strong commitment to undergraduate teaching and to research. In accordance with Canadian immigration requirements first preference must be given to Canadian citizens and permanent residents. Send resume and names of three referees before April 20, 1992 to: Professor S. Abizadeh, Chair, Department of Economics, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9; Fax (204) 783-7981

BISHOP'S UNIVERSITY: Department of Economics. Applications are invited for two sabbatical replacements, each of one-year duration, in Economics during the 1992-93 academic year. Ph.D. preferred. The candidate must be competent to teach undergraduate courses in economic theory at the intermediate level, plus an additional course in the applicant's area of expertise. Position 2: The candidate must be competent to teach undergraduate courses in mathematical economics and econometrics. A completed Ph.D. is preferred but candidates also near completion are invited to apply. Closing date: until positions are filled. A c.v. and three confidential letters of reference should be sent to: Dr. C. Rose, Dean of Social Sciences, Bishop's University, Lennoxville, Quebec, J1M 1Z7. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance to Canadian citizens and permanent residents.

DANCE

YORK UNIVERSITY. Faculty of Fine Arts. Department of Dance. Applications are invited for a full-time, 9-month contractually limited Artist-in-Residence teaching position effective August 15, 1992 to May 15, 1993 (subject to budgetary approval by the University). The preferred candidate will be a mature artist with sustained performing, choreographic and teaching experience in ballet in modern dance. Applicant should hold a relevant degree in dance or equivalent professional qualifications. Teaching experience in a university or post-secondary is an asset. Responsibilities of the position include regular choreography assignments for the York Dance Ensemble and for dance productions by the University. The preferred candidate will teach technique, repertory and/or composition to upper level undergraduate dance majors, and generally contribute to the creative activities and scholarly goals of the Department. Additional responsibilities may include service on committees, administrative assignments, teaching and evaluation assessment. Salary commensurate with experience and qualifications. Applications (including curriculum vitae, and three letters of reference, addressed to: Dr. Mary Jane Warner, Chair, Department of Dance, Rm. 240 Centre for Fine Arts, Faculty of Fine Arts, York University, North York, Ontario M3J 1P3. Deadline date for the applications is April 1, 1992. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DENTISTRY

UNIVERSITY OF SASKATCHEWAN: Academic Position - College of Dentistry. Full-time, tenure-track position at the rank of Assistant Professor/Lecturer in Periodontics, effective as of July 1, 1992. Duties will include teaching of undergraduate students, research and some administrative duties. Graduate and graduate qualifications in Periodontics required. Position subject to budget approval. Applicants must be eligible for advertising at the two-tier level. Accordingly, applications are invited from qualified candidates regardless of their immigration status in Canada. Send applications including curriculum vitae and the names and addresses of three referees no later than April 30, 1992 to: Dr. J.N. Hoover, Chairperson Periodontic Search Committee, College of Dentistry, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0 Canada. The University of Saskatchewan is committed to the principle of equity employment.

DRAMA

THE UNIVERSITY OF CALGARY Department of Drama invites applications for an Assistant Professor (tenure-track), contingent upon funding, effective July 1, 1992. The position is fundamentally in the area of drama education but the successful candidate will have other areas of interest and competence such as popular or collective theatre creation, Canadian theatre, and theatre for young audiences. Candidates are expected to teach at the graduate level and to supervise graduate students. Requirements include a completed Ph.D. or the equivalent, and teaching experience. Salary and rank are commensurate with qualifications. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. The University offers a Dual Career Assistance Program for spouses. Applicants should send an up-to-date curriculum vitae and arrange for three letters of reference to be sent by March 31, 1992, to: Dr. James Dugan, Head, Department of Drama, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta T2N 1N4.

UNIVERSITY OF WINDSOR: School of Dramatic Art - Acting Teacher/Director. Applications are invited for a Limited Term position as an Acting Teacher/Director. The successful applicant will hold a minimum MA or MFA degree or professional equivalency. Responsibilities will include teaching of scene study and work-in-progress in the B.F.A. Acting and Music Theatre programs, and the direction of a play for University Players. Experience in television acting is highly desirable. Professional teaching experience is essential. This appointment commences July 1, 1992 and is subject to budgetary approval. The School of Dramatic Art offers honours degree programs in Acting, Music Theatre, Drama in Education and Drama. The University of Windsor is committed to employment equity and welcomes applications from aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements this advertisement is directed, in the first instance, to Canadian citizens and permanent residents. Applicants, including a complete curriculum vitae and the names of three referees, should be received no later than March 31, 1992. Send applications to: Director, School of Dramatic Art, University of Windsor, Windsor, Ontario N9B 3P4; (FAX: 519-973-7050).

ECONOMICS

THE UNIVERSITY OF WINNIPEG: The Department of Economics, The University of Winnipeg, invites applications from qualified women and men for an 8 month term position. The rank is at the Instructor level. The appointment is effective on September 1 1992 (subject to budgetary approval). Applicants for the position should have their Ph.D. completed or very near completion. The successful candidate must have a strong commitment to undergraduate teaching and to research. In accordance with Canadian immigration requirements first preference must be given to Canadian citizens and permanent residents. Send resume and names of three referees before April 20, 1992 to: Professor S. Abizadeh, Chair, Department of Economics, The University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9; Fax (204) 783-7981

BISHOP'S UNIVERSITY: Department of Economics. Applications are invited for two sabbatical replacements, each of one-year duration, in Economics during the 1992-93 academic year. Ph.D. preferred. The candidate must be competent to teach undergraduate courses in economic theory at the intermediate level, plus an additional course in the applicant's area of expertise. Position 2: The candidate must be competent to teach undergraduate courses in mathematical economics and econometrics. A completed Ph.D. is preferred but candidates also near completion are invited to apply. Closing date: until positions are filled. A c.v. and three confidential letters of reference should be sent to: Dr. C. Rose, Dean of Social Sciences, Bishop's University, Lennoxville, Quebec, J1M 1Z7. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance to Canadian citizens and permanent residents.

EDUCATION

MOUNT SAINT VINCENT UNIVERSITY invites application for two full-time, tenure-track positions in the Department of Education, commencing August 1, 1992. Salary is based on Mount Saint Vincent University's Collective Agreement. Applicants should be qualified to teach in either teacher development or language arts. Ph.D. or equivalent is preferred. Deadline for applications is April 10, 1992. Letters of application with curriculum vitae and the names of three referees should be sent to Dr. Rosemarie Sampson, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. In accordance with Canadian immigration requirements, this notice is directed only to Canadian citizens and landed immigrants. The availability of this position is subject to budgetary approval.

MOUNT SAINT VINCENT UNIVERSITY invites applications for a limited term, full-time appointment in the Department of Education, School Psychology Masters program commencing 1 August 1992 until 30 June 1994. Salary is based on Mount Saint Vincent University's Collective Agreement. Applicants must be eligible for registration in Nova Scotia. Ph.D. preferred. Deadline for applications is April 10, 1992. Letters of application with curriculum vitae and the names of three referees should be sent to Dr. Rosemarie Sampson, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. In accordance with Canadian immigration requirements, this notice is directed only to Canadian citizens and landed immigrants. The availability of this position is subject to budgetary approval.

THE UNIVERSITY OF MANITOBA: Applications are invited for two tenure-track appointments at the rank of Assistant Professor in the Department of Educational Psychology. The first position is for an educational psychologist with expertise in learning and instruction in the classroom. The second position is for a special educator with an emphasis on preparing teachers and support personnel for elementary and secondary mainstreamed schools. For both positions, candidates must have a doctorate (or near completion) and elementary and/or secondary teaching experience. For both positions, the successful candidates will be expected to teach and conduct research as a member of the Department of Educational Psychology, to strengthen and contribute to the undergraduate (B.Ed), graduate (M.Ed, Ph.D), and professional development programs in their respective areas. Salary will be dependent on qualifications and experience of the applicant. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University of Manitoba is committed to employment equity, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. This position is available as of September 1, 1992, or earlier by mutual agreement. Applications will be accepted until April 30, 1992. Applicants should forward their curriculum vitae and the names of three referees to: Dr. Kelvin L. Seifert, Head, Department of Educational Psychology, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

UNIVERSITY OF MANITOBA: The Faculty of Education invites applications for a full-time, tenure-track, academic appointment at the level of Assistant Professor in the Department of Educational Administration and Foundations. The position is to fill an emphasis on aboriginal education in the area of cross-cultural education. Substantial familiarity with and experience in aboriginal education is a requirement for this position. Speaking ability in an aboriginal language is an asset. Preference will be given to aboriginal applicants. To be successful, a candidate must have a graduate degree and, where necessary, be willing to pursue doctoral studies. The appointed candidate will teach appropriate undergraduate and graduate courses in the Educational Administration and Foundations Department (Faculty) and the Curriculum: Humanities and Social Sciences Department (one-third), advise and/or supervise graduate students, develop a research programme leading to scholarly and professional publications, and engage in appropriate service activities. Salary is negotiable depending on qualifications. The University of Manitoba encourages applications from qualified women and men. Including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applicants are requested to send their complete curriculum vitae and the names and addresses of three referees to: Dr. Romulo Magsino. Head, Educational Administration and Foundations, Faculty of Education, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Applications will be accepted until April 15, 1992. Employment date is July 1, 1992.

UNIVERSITY OF VICTORIA: Faculty of Education, Department of Arts in Education. Applications are invited for a tenure-track position in Drama Education at rank of Assistant Professor commencing July 1, 1992. Candidates should possess an advanced degree in drama education and have several years of successful elementary school teaching experience. Duties will include teaching introductory drama methods courses in addition to supervising student teachers and graduate students. An interest in research on teacher education would be an asset. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply. Letters of application, a complete curriculum vitae, and names of three referees should be sent by April 15, 1992 to: Dr. R. Kenowa, Chair, Department of Psychological Foundations, Faculty of Education, University of Victoria, P.O. Box 3010, Victoria, B.C. V8W 3N4.

BROCK UNIVERSITY: Faculty of Education, Pre-Service Department, Language Arts (Primary/Junior). Applications are invited for a probationary, tenure-stream position in the area of primary/junior language arts. Preferred candidates should possess a doctorate (ABD acceptable) and have a professional and academic background in language arts instruction. The successful candidate must have had successful elementary teaching experience and experience in collaborative learning. Faculty of Education teaching experience would also be an asset. In addition, the candidate requires a knowledge of elementary classroom processes, methods of instruction and is expected to counsel and supervise pre-service students. The successful candidate should be prepared to participate in an active research program, be able to advise and supervise graduate students on projects and theses and be involved in in-service and inducation programs. Rank and Salary: While preference will be given to appointments at the Assistant Professor level, rank and salary will be commensurate with qualifications and experience. Date of appointment July 1, 1992. Position subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer. Smoking at Brock University is strictly controlled. Applications including a curriculum vitae and the names of three or more referees should be forwarded by April 15, 1992 to: Dr. R. Terrence Boak, Dean, Faculty of Education, Brock University, St. Catharines, Ontario L2S 3A1.

UNIVERSITY OF SASKATCHEWAN: Education - Curriculum and Instruction. The Department of Curriculum Studies at the University of Saskatchewan invites applications for two tenure-track position. 1. Associate or Full Professor in Science Education - Candidates must have a completed doctorate in science education, a proven record of research and scholarly work, and successful classroom teaching experience, preferably at the elementary or middle year level. A knowledge of a number of research paradigms and experiences in teaching methods courses in secondary school biology are desirable. Duties will include the design and teaching of courses in environmental education, the teaching of methods courses in elementary school science and, possibly, high school biology, supervising interns on an occasional basis, supervising graduate students, and conducting a personal

Department of Arts in Education, Faculty of Education, University of Victoria, P.O. Box 3010, Victoria, B.C. V8W 3N4.

UNIVERSITY OF VICTORIA: Faculty of Education, Department of Psychological Foundations. Applications are invited for a tenure-track position in educational psychology at the rank of Assistant Professor commencing July 1, 1992. Candidates must possess a doctoral degree and have several years of successful elementary teaching experience. Duties will include teaching introductory child development and learning classes, and professional seminars for elementary education students in addition to supervising student teachers and graduate students. An interest in research on teacher education would be an asset. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. The University of Victoria is committed to an employment equity program. Women are particularly encouraged to apply. Letters of application, a complete curriculum vitae, and names of three referees should be sent by April 15, 1992 to: Dr. R. Kenowa, Chair, Department of Psychological Foundations, Faculty of Education, University of Victoria, P.O. Box 3010, Victoria, B.C. V8W 3N4.

BROCK UNIVERSITY: Faculty of Education, Pre-Service Department, Language Arts (Primary/Junior). Applications are invited for a probationary, tenure-stream position in the area of primary/junior language arts. Preferred candidates should possess a doctorate (ABD acceptable) and have a professional and academic background in language arts instruction. The successful candidate must have had successful elementary teaching experience and experience in collaborative learning. Faculty of Education teaching experience would also be an asset. In addition, the candidate requires a knowledge of elementary classroom processes, methods of instruction and is expected to counsel and supervise pre-service students. The successful candidate should be prepared to participate in an active research program, be able to advise and supervise graduate students on projects and theses and be involved in in-service and inducation programs. Rank and Salary: While preference will be given to appointments at the Assistant Professor level, rank and salary will be commensurate with qualifications and experience. Date of appointment July 1, 1992. Position subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer. Smoking at Brock University is strictly controlled. Applications including a curriculum vitae and the names of three or more referees should be forwarded by April 15, 1992 to: Dr. R. Terrence Boak, Dean, Faculty of Education, Brock University, St. Catharines, Ontario L2S 3A1.

UNIVERSITY OF SASKATCHEWAN: Education - Curriculum and Instruction. The Department of Curriculum Studies at the University of Saskatchewan invites applications for two tenure-track position. 1. Associate or Full Professor in Science Education - Candidates must have a completed doctorate in science education, a proven record of research and scholarly work, and successful classroom teaching experience, preferably at the elementary or middle year level. A knowledge of a number of research paradigms and experiences in teaching methods courses in secondary school biology are desirable. Duties will include the design and teaching of courses in environmental education, the teaching of methods courses in elementary school science and, possibly, high school biology, supervising interns on an occasional basis, supervising graduate students, and conducting a personal

L'Université de Moncton recherche

des professeures et des professeurs

pour enseigner dans les domaines suivants :

(Ces postes seront comblés sous réserve d'approbation budgétaire.)

Faculté des arts

Art dramatique (scénographie)
(1 poste temporaire d'un an)

Arts visuels
(1 poste temporaire d'un an)

Géographie
(2 postes temporaires d'un an dont un pouvant conduire à la permanence)

Faculté des sciences de l'éducation

Didactique des mathématiques
(1 poste temporaire pour la session d'automne 1992)

Éducation physique
(1 poste temporaire d'un an)

Musique scolaire
(1 poste temporaire d'un an)

Faculté des sciences

Biochimie
(1 poste temporaire d'un an)

Biologie
(1 poste temporaire d'un an)

Chimie analytique ou chimie générale
(1 poste temporaire d'un an)

Informatique
(1 poste temporaire d'un an)

Mathématiques
(2 ou 3 postes temporaires d'un an)

Mathématiques et statistique
(Chargé-e-s de cours pour 1992-1993)

Physique
(1 poste temporaire d'un an)

Faculté des sciences sociales

Service social
(1 poste temporaire d'un an)

Psychologie
(1 poste régulier)
(1 poste temporaire d'un an)

Date d'entrée en fonction : le 1er juillet 1992.

Un Ph.D. ou l'équivalent est exigé. Les candidatures des personnes présentement en rédaction de thèse et de celles possédant une maîtrise avec expérience pratique dans le domaine approprié seront également considérées.

Les candidates et candidats doivent envoyer leur curriculum vitae accompagné d'une lettre de recommandation de trois répondants, au plus tard le 30 mars 1992, à **M. Guy Savoie, directeur, Affaires professorales, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9.**

Pour plus d'information au sujet des postes, communiquez avec M. Guy Savoie, à l'adresse ci-dessus, au (506) 858-4276 ou par télécopieur : (506) 858-4379 ou (506) 858-4585.

UNIVERSITÉ DE MONCTON

Cette offre s'adresse aux femmes et aux hommes et, conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyennes et citoyens canadiens ainsi qu'aux résidentes et résidents permanents seulement.

program of research and scholarly work. 2. Assistant Professor in French Education - Candidates must have a nearly completed or completed doctorate in either second language teaching or curriculum and instruction, successful teaching experience in Core or Immersion French programs and fluency in French and English. A knowledge of a number of research paradigms is desirable. Duties will include the teaching of generic courses or instruction in both French and English, methods of teaching Core French and, possibly, other subject areas, supervising French Immersion interns on an occasional basis, supervising graduate students, and conducting a personal program of research and scholarly work. Applicants should forward (1) a covering letter, (2) a resume indicating academic qualifications, school and university teaching experience, any published works, (3) official transcripts of university coursework, and (4) the names of three referees to Dr. Ralph D. Fram, Acting Head, Department of Curriculum Studies, University of Saskatchewan, Saskatoon, Sask S7N 0W0. The deadline for application submission is April 30, 1992. This position is effective July 1, 1992, but teaching duties begin September 1, 1992. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Saskatchewan is committed to principles of Employment Equity.

ACADIA UNIVERSITY, School of Education invites applications for two tenure track positions. One position is in Special Education (position 30210) and one in Language Arts (position 30203). Appointments are normally made at the Assistant Professor level. The Special Education position requires expertise in exceptionality education including assessment and instruction of students with learning difficulties and general issues in Special Education. The Reading/Language Arts position requires expertise in language Arts Education, critical literacy and reading in the content areas. Both positions involve teaching on the B.Ed. and M.Ed. levels and commence July 1, 1992. Preference will be given to candidates with a completed or nearly completed doctorate degree and teaching experience at a university and public school setting. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Acadia University is committed to equity in employment and female candidates are especially encouraged to apply. Please submit a curriculum vitae and names, addresses and phone numbers of three referees by March 31, 1992 to Professor Jack D. MacInnis, Chairperson, Selection Committee, School of Education, Acadia University, Wolfville, Nova Scotia, B0P 1X0.

UNIVERSITY OF NEW BRUNSWICK - SAINT JOHN CAMPUS: Education. Applications are invited for a full-time, tenure-track position in Education at the Assistant or Associate Professor level. This appointment will take effect 1 July 1992. Candidates for this position should have a doctorate in Education with specialization in educational administration, special education, curriculum studies, or guidance and counselling. The successful candidate will be expected to teach undergraduate and graduate courses. Major responsibilities will include program development in the Education Program on the Saint John campus, student advising, and liaison with the Education Faculty on the Fredericton campus. Applications, with curriculum vitae and the names of three referees, should be sent to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, NB, E2L 4L5. The University is committed to the principle of employment equity. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF MANITOBA: Applications are invited for a tenure track position at the Assistant Professor rank in the Teaching of English Language Arts/Reading at the Middle Years level (Grades 6-8). Candidates should have successful teaching experience at the Middle Years level; a completed or nearly completed doctoral degree and background in qualitative research methodology. Responsibilities include: (1) teaching undergraduating and graduate courses in English language arts/reading with particular reference to the Middle Years; (2) working collaboratively as a member of a middle years program team; (3) carrying out an active research program; (4) supervising student teachers; (5) advising graduate student research; (6) participating in the faculty's service activities; and (7) serving as an active liaison between the faculty and other university departments, practising professionals, schools divisions and agencies such as the provincial department of education. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. Priority consideration will be given to Canadian citizens and permanent residents of Canada. Letters of application, curriculum vitae and the names and addresses of three referees should be forwarded to: Dr. John Seymour, Department of Curriculum, Humanities and Social Sciences, Faculty of Education, University of Manitoba, Winnipeg, Manitoba R3T 2N2. The closing date for applications is April 1, 1992 and the starting date will be August 1, 1992.

UNIVERSITY OF MANITOBA: Applications are invited for a tenure track position at the Assistant Professor rank in the area of Educational Drama in the Department of Curriculum, Humanities and Social Sciences, Faculty of Education. The successful candidate will become part of an early years curriculum and instruction team. Candidates should have a strong background in the role of dramatic play in learning and cognitive development, educational qualifications in English/Language Arts Education, a completed or nearly completed doctoral degree in the University of Educational Drama, successful teaching experience with young children, and demonstrated competence in university teaching and/or graduate supervision. Responsibilities include teaching undergraduate and graduate courses, supervision of student teaching, advising graduate students working with classroom teachers, contributing to a program of research, scholarship and creative works, and appropriate service both within the Faculty and the larger professional community. The University of Manitoba encourages applications from qualified women, and men, including members of visible minorities, aboriginal people and persons with disabilities. The University offers a smoke-free work environment, save for specially designed areas. Priority consideration will be given to Canadian citizens and permanent residents. Letter of application, complete with curriculum vitae and the names and addresses of three referees should be forwarded to: Dr. John Seymour, Department of Curriculum: Humanities and Social Sciences, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The closing date for applications is April 1, 1992 or until position is filled. The position will become available August 1, 1992.

UNIVERSITY OF MANITOBA: Applications are invited for a tenure track position at the Assistant Professor rank in the area of French as a Second Language and Principles of Second Language Instruction in the Department of Curriculum: Humanities and Social Sciences, Faculty of Education, University of Manitoba. Candidates should have a completed or nearly completed doctoral degree in the teaching of French as a Second Language, successful public school experience in teaching basic French and French immersion and competence in university teaching and in scholarship. Responsibilities include teaching undergraduate and graduate courses, supervision of student teaching, advising graduate students, developing a research program that leads to publications in scholarly and professional journals, and appropriate service both within the Faculty and in the larger professional community. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. Priority consideration will be given to Canadian citizens and permanent residents of Canada. Letter of application, complete with curriculum vitae and the names and addresses of three referees should be forwarded to: Dr. John Seymour, Department of Curriculum: Humanities and Social Sciences, Faculty of Education, University of Manitoba, Winnipeg, Manitoba R3T 2N2. The closing date for applications is April 1, 1992 or until the position is filled. The position will become available August 1, 1992.

UNIVERSITY OF MANITOBA: Applications are invited for a tenure track position at the Assistant Professor rank in the Teaching of English Language Arts/Reading at the Middle Years level (Grades 6-8). Candidates should have successful teaching experience at the Middle Years level; a completed or nearly completed doctoral degree and background in qualitative research methodology. Responsibilities include: (1) teaching undergraduating and graduate courses in English language arts/reading with particular reference to the Middle Years; (2) working collaboratively as a member of a middle years program team; (3) carrying out an active research program; (4) supervising student teachers; (5) advising graduate student research; (6) participating in the faculty's service activities; and (7) serving as an active liaison between the faculty and other university departments, practising professionals, schools divisions and agencies such as the provincial department of education. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. Priority consideration will be given to Canadian citizens and permanent residents of Canada. Letters of application, curriculum vitae and the names and addresses of three referees should be forwarded to: Dr. John Seymour, Department of Curriculum, Humanities and Social Sciences, Faculty of Education, University of Manitoba, Winnipeg, Manitoba R3T 2N2. The closing date for applications is April 1, 1992 or until the position is filled. The position will become available August 1, 1992.

UNIVERSITY OF MANITOBA: Applications are invited for a tenure track position at the Assistant Professor rank in the area of Educational Drama in the Department of Curriculum, Humanities and Social Sciences, Faculty of Education. The successful candidate will become part of an early years curriculum and instruction team. Candidates should have a strong background in the role of dramatic play in learning and cognitive development, educational qualifications in English/Language Arts Education, a completed or nearly completed doctoral degree in the University of Educational Drama, successful teaching experience with young children, and demonstrated competence in university teaching and/or graduate supervision. Responsibilities include teaching undergraduate and graduate courses, supervision of student teaching, advising graduate students working with classroom teachers, contributing to a program of research, scholarship and creative works, and appropriate service both within the Faculty and the larger professional community. The University of Manitoba encourages applications from qualified women, and men, including members of visible minorities, aboriginal people and persons with disabilities. The University offers a smoke-free work environment, save for specially designed areas. Priority consideration will be given to Canadian citizens and permanent residents. Letter of application, complete with curriculum vitae and the names and addresses of three referees should be forwarded to: Dr. John Seymour, Department of Curriculum: Humanities and Social Sciences, Faculty of Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The closing date for applications is April 1, 1992 or until position is filled. The position will become available August 1, 1992.

UNIVERSITY OF MANITOBA: Applications are invited for a tenure track position at the Assistant or Associate Professor level. This appointment will take effect 1 July 1992. Candidates for this position should have a doctorate in Education with specialization in educational administration, special education, curriculum studies, or guidance and counselling. The successful candidate will be expected to teach undergraduate and graduate courses. Major responsibilities will include program development in the Education Program on the Saint John campus, student advising, and liaison with the Education Faculty on the Fredericton campus. Applications, with curriculum vitae and the names of three referees, should be sent to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, NB, E2L 4L5. The University is committed to the principle of employment equity. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF MANITOBA: Applications are invited for a tenure track position at the Assistant Professor rank in the Teaching of English Language Arts/Reading at the Middle Years level (Grades 6-8). Candidates should have successful teaching experience at the Middle Years level; a completed or nearly completed doctoral degree and background in qualitative research methodology. Responsibilities include: (1) teaching undergraduating and graduate courses in English language arts/reading with particular reference to the Middle Years; (2) working collaboratively as a member of a middle years program team; (3) carrying out an active research program; (4) supervising student teachers; (5) advising graduate student research; (6) participating in the faculty's service activities; and (7) serving as an active liaison between the faculty and other university departments, practising professionals, schools divisions and agencies such as the provincial department of education. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment. Priority consideration will be given to Canadian citizens and permanent residents of Canada. Letters of application, curriculum vitae and the names and addresses of three referees should be forwarded to: Dr. John Seymour, Department of Curriculum, Humanities and Social Sciences, Faculty of Education, University of Manitoba, Winnipeg, Manitoba R3T 2N2. The closing date for applications is April 1, 1992 or until the position is filled. The position will become available August 1, 1992.

UNIVERSITE DE SHERBROOKE: Professeure/Professeur, didactique des sciences. Le Département d'enseignement au préscolaire et au primaire de la Faculté d'éducation sollicite des candidatures pour un poste de professeure ou de professeur régulier à temps complet en didactique des sciences. Entrée en fonction: le 1er juin 1992. Profil des fonctions: Enseignement aux 1er et 2e cycles; encadrement d'étudiantes et d'étudiants; recherche, administration; service à la collectivité; animation de stages. Qualifications requises: Etre titulaire d'un doctorat en didactique des sciences physiques et d'un baccalauréat en sciences pures ou appliquées ou l'équivalent; expérience pratique du milieu scolaire. Faire parvenir son curriculum vitae au plus tard le 30 mars 1992, 16h, à: Monsieur le Doyen, Faculté d'éducation, Concours 92-1-01, Université de Sherbrooke, Sherbrooke (Québec) J1K 2R1. Les conditions de travail sont régies par les conventions collectives en vigueur. L'Université de Sherbrooke respecte le principe d'égalité en matière d'emploi et elle s'est dotée d'un Programme d'accès à l'égalité en emploi pour les femmes.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND: Faculty of Education. Specialty: undergraduate applications. Faculty of Education expects to fill several tenure track positions, commencing September 1, 1992. Applications are invited from qualified candidates in the following areas of specialization: English Language and Literature (secondary level), Science Education (primary/elementary level), Special Education (emphasis on alternative and augmentative communication methods), Teaching/Teacher Development. Appointments are normally made at the Assistant Professor level. However, candidates may be considered for appointment at higher ranks. Normal qualifications for Assistant Professor include an earned doctorate. Appointments at the Associate Professor level normally require previous university teaching or research experience and an established record of scholarly accomplishment. Duties of the positions include some combination of undergraduate and graduate teaching, thesis supervision, thesis supervision, research and professional development activities. All positions carry a regular workload with an active program of research and development. The closing date for receipt of applications is April 30, 1992. Applications including curriculum vitae, transcripts and names of at least three referees should be submitted to: Dr. Robert K. Crocker, Dean, Faculty of Education, Memorial University of Newfoundland, St. John's, NF, A1B 3X8. Prospective candidates should note that the Specialty undergraduate applications positions have been previously advertised, and may be filled if suitable applicants are already available. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Memorial University is committed to employment equity.

ENGINEERING

McGILL UNIVERSITY: Electrical and Computer Engineering. The Department of Electrical Engineering of McGill University has a tenure-track opening at the assistant professor level in the area of computer engineering, which it would like to fill not later than September 1992. Applications are invited from individuals who are dedicated to teaching, and who have outstanding research potential and demonstrated research achievements. Preference will be given to candidates with postdoctoral experience in software engineering. One to three-year limited-term appointments are also available in most areas of electrical engineering and, in particular, analog microelectronics, communications systems, and systems and control. Candidates must have an earned Ph.D. degree, while a first degree in electrical engineering is desirable. Please send a resume and a list of 3 references to Professor Nicholas C. Rumin, Chairman, Department of Electrical Engineering, McGill University, 3480 University St, Montreal, Quebec, H3A 2A7. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and Permanent Residents of Canada.

UNIVERSITY OF WATERLOO. The Department of Electrical & Computer Engineering at the University of Waterloo is seeking candidates for appointment to a tenure track faculty position in the semiconductor device and integrated circuits area. The level of the appointment and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill, in the current recruitment Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. R.H. MacPhie, Chair, Faculty Search Committee, Department of Electrical & Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native people, and persons with disabilities.

UNIVERSITY OF WATERLOO. The Department of Electrical & Computer Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in the areas of analog electrical and computer engineering but preference will be given to persons specializing in computers (especially software systems) and communications. The department also invites applications for definite-term appointments in information technology with preference given to persons specializing in computer networks and communications, and microelectronics. The latter positions are being funded under the sessional program of the Information Technology Research Centre (ITRC). The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Candidates should send their resume to: Dr. R.H. MacPhie, Chair, Faculty Search Committee, Department of Electrical & Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

ENGLISH

UNIVERSITY OF SASKATCHEWAN: Applications are invited for a two-year term position in the area of Renaissance and 17th Century Studies. The Ph.D. or its equivalent in English is required; teaching experience and publications are desirable. The appointment will commence on 1 July 1992, and is subject to budgetary approval. Applicants should submit a curriculum vitae, transcripts, and have three letters of reference sent to Dr. R.N.G. Marken, Chair, Department of English, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. The University of Saskatchewan is committed to the principle of employment equity. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Deadline for applications: 30 April 1992.

UNIVERSITY OF TORONTO: The **Department of English** invites applications for one or more contractually-limited appointments (one or two years), budget permitting, on the Erindale or St. George Campuses in the area of Canadian Literature. Part-time appointments may also be made. Effective 1 July 1992. Applications in all areas welcome. Current floor-level salary for Assistant Professor, $36,800. Ph.D. required. Send applications, with c.v., to Professor T.H. Adamowski, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON, M5S 1A1. Have three letters of reference sent directly to department as soon as possible. Include one writing sample of no more than 20 pages. Dossier should contain graduate transcripts. Applications arriving after May 5th may be too late to be considered. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities.

SAINT MARY'S UNIVERSITY Department of English invites applications for a three (3) year term appointment at the rank of Assistant Professor. Candidates should hold a PhD with a specialization in post-colonial literature and/or feminist literary theory and criticism. Teaching duties will include introductory level courses in composition and literature. The effective date of appointment is September 1, 1992. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University is an equal opportunity employer and encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities. Letters of application with a curriculum vitae, university transcripts and three (3) letters of reference should be sent prior to May 15, 1992 to: Professor J.K. Snyder, Chairperson, Department of English, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

TRENT UNIVERSITY: The Department of English Literature invites applications for a one-year limited term appointment in the area of Medieval literature, beginning July 1, 1992. The appointment will be at the senior Lecturer or Assistant Professor level and rank and salary will be determined according to qualifications and experience. Applicants should have completed or nearly completed the Ph.D. and have demonstrated excellence in teaching and scholarship. Duties will include teaching three undergraduate courses including a first-year English literature course. All applications should include transcripts and a full curriculum vitae showing qualifications and previous experience. Applicants should arrange for three referees to write on their behalf. Applications and letters of reference should be sent to Professor Cathy Pollock, Chair, Department of English Literature, Trent University, Peterborough, Ontario, K9J 7B8 by May 15, 1992. Trent University is an employment Equity Employer, and especially invites candidacies from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Canada.

NIPISSING UNIVERSITY COLLEGE invites applications for a probationary replacement position in English at the rank of Assistant Professor, to commence September 1, 1992. A completed Ph.D. is preferred. Areas of specialization include An Introduction to British Literature, The English Novel to 1900 and Shakespeare. Closing date 30 April 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Canada.

NIPISSING UNIVERSITY COLLEGE invites applications for a probationary replacement position in English at the rank of Assistant Professor, to commence September 1, 1992. A completed Ph.D. is preferred. Areas of specialization include An Introduction to British Literature, The English Novel to 1900 and Shakespeare. Closing date 30 April 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Canada.

EDUCATION

St. Francis Xavier University — Department of Education. Applications are invited for a tenure track position in Educational Psychology effective September 1, 1992. Duties will include teaching courses in learning disabilities at the Bachelor of Education level, learning theories at the graduate level, and supervision of practice teaching. Candidates should possess a Doctorate in Education and have several years of successful teaching experience. In accordance with Canadian immigration regulations, preference will be given to Canadian citizens. St. Francis Xavier University is an equal opportunity employer. Letters of application, curriculum vitae, and the names of three referees should be sent to Dr. Teresa MacIsaac, Chair, Education Department, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0. Applications will be accepted until the position is filled.

EPIDEMIOLOGY & BIOSTATISTICS

QUEEN'S UNIVERSITY: Epidemiologist/Biostatistician. The Department of Oncology at Queen's University seeks an Epidemiologist/Biostatistician to provide scientific leadership in the development of a newly established Clinical Research Unit. The remit of this multidisciplinary group is to describe current patterns of practice in oncology, and to develop patient management policies using evidence-based systems. The appointee will also be expected to develop his/her independent research program within this broad framework. The successful applicant will be appointed at the assistant or associate professor level to the Department of Oncology, and may be eligible for a cross appointment in the Department of Community Health and Epidemiology at Queen's University. The Radiation Oncology Health Care Research Unit is supported by the National Cancer Foundation, and is based in the Foundation's Kingston Cancer Centre. The Ontario Cancer Foundation is the single largest provider of radiation and medical oncology services in North America, with a total of more than 20,000 new cases registered in 1991. The population has a well-established, population-based tumour registry, and a uniform computerized clinical data base, which provides a unique opportunity for large-scale surveys of medical practice. There will also be the opportunity to collaborate with the Clinical Trials Group of the National Cancer Institute of Canada, with the Health Policy Research and Evaluation Unit of the Department of Community Health and Epidemiology at Queen's University, both of which are situated close to the Cancer Centre. Queen's is a major Canadian university, with a broad research base which provides an excellent research milieu. Kingston is a pleasant city of 120,000 people, situated on Lake Ontario midway between Toronto and Montreal. It offers excellent housing and outstanding educational, recreational, and cultural facilities. Applicants should have a Ph.D. in Epidemiology, Biostatistics, and preferably should have had significant post-doctoral experience in health care research. In accordance with Canadian immigration regulations, preference will be given to Canadian citizens and those with landed immigrant status. Applications, including a curriculum vitae and the names of three referees should be addressed to: Professor W.J. Mackillop, Head of Radiation Oncology, Kingston Cancer Centre, King Street West, Kingston, Ontario, K7L 2V7 Canada, to whom informal enquiries may also be directed at (613) 544-2630.

FILM STUDIES

CARLETON UNIVERSITY: Applications are invited for a tenure track position in Film Studies at the rank of Assistant Professor to commence July 1, 1992. This position is subject to budgetary approval. Applicants are required to have a Ph.D., a record of research and scholarly publication, and the ability to contribute to the development of a graduate program in Film Studies. The successful candidate will have a demonstrated expertise in feminist film theory and Canadian or another national cinema. Knowledge or experience in experimental film and video will be an asset. Applications, with a curriculum vitae and the names and addresses of three referees, should be sent to Dr. John Shepherd, Director, School for Studies in Art and Culture, Carleton University, Ottawa, Canada K1S 5B6. The closing date for receipt of applications is March 31, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply.

FINE ARTS

UNIVERSITY OF WATERLOO: The Department of Fine Arts, University of Waterloo, invites applications for a tenure track position in studio art, effective July 1, 1992 for a three year tenure track term. An M.F.A. is preferred along with a strong exhibition record and teaching experience. Candidates will be expected to teach foundation courses. Candidates with a wide area of expertise including such areas as drawing and printmaking are encouraged to apply. This appointment will be at the Assistant Professor level. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. Applicants should send a curriculum vitae, arrange for three letters of reference to Professor Don MacKay, Chair, Department of Fine Arts, University of Waterloo, Waterloo, Ontario, N2L 3G1. The closing date is March 31, 1992.

FRENCH

ST. THOMAS UNIVERSITY: Romance Languages Department Immersion Programme. St. Thomas University invites applications for a one-year limited term appointment in its French language immersion programme, commencing in the fall of 1992; salary dependent on qualifications and experience. M.A. required; further qualifications an asset. Native fluency in French and teaching experience in adult immersion are required. The successful candidate will be required to participate in the organization, planning and conduct of the programme. Send applications, curriculum vitae and the names of three academic referees to Dr. Roger Moore, Chair, Department of Romance Languages, St. Thomas University, Fredericton, N.B. E3B 5G3. Applications will be accepted until March 30, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. St. Thomas University is committed to employment equity for women, native persons, members of visible minority groups and persons with disabilities. This position is subject to budgetary approval.

UNIVERSITE DU NOUVEAU-BRUNSWICK: Le Département de études françaises de l'Université du Nouveau-Brunswick à Fredericton sollicite des candidatures à deux postes de chargé(e)s de cours. Exigences d'enseignement: communication et structure. Critères d'admissibilité: maîtrise et expérience de l'enseignement universitaire. Durée: neuf mois (septembre 1992 - mai 1993). Traitement: selon les titres et l'expérience (minimum - 9 mois 24,080 $). Adresser son curriculum vitae à jour et compléter et faire parvenir directement trois (3) lettres de recommandation à M. Laurier Melanson, directeur, Département d'études françaises, Université du Nouveau-Brunswick, C.P. 4400, Fredericton, N.-B., E3B 5A3. L'Université respecte une politique d'égalité en matière d'emploi, ainsi que les lois sur l'immigration en adressant cette annonce aux citoyens et aux résidents permanents du Canada. Clôture: 30 mars 1992.

UNIVERSITE CONCORDIA: Département d'Études françaises. Poste de suppléant-e, 10 mois à plein temps. Professeur-e de littérature et de civilisation française. Le département d'Études françaises sollicite des candidatures pour un poste de professeur-e suppléant-e de littérature et de civilisation française. Fonctions: Enseignement au cours de littérature et de civilisation française au 1er cycle. Exigences: Ph.D. ou équivalent (XIXe siècle du Second Empire à la Belle Époque). Conditions: Contrat à durée déterminée, rémunération et autres conditions selon convention collective; entrée en vigueur du contrat le 1er août 1992. Date de clôture des candidatures: à fixer. Prière d'envoyer son curriculum vitae et trois lettres de recommandation à: Mme Judith Woodsworth, Directrice du département d'Études françaises, Université Concordia, 1455, boul. de Maisonneuve ouest, Montréal (Québec) H3G 1M8. L'Université souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées. Devant des candidatures d'égale valeur, la préséance sera accordée aux femmes. Conformément aux exigences canadiennes en matière d'immigration, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

UNIVERSITE CONCORDIA: Département d'Études françaises. Poste de suppléant-e, 10 mois à plein temps. Professeur-e de littérature et de civilisation française. Le département d'Études françaises sollicite des candidatures pour un poste de professeur-e suppléant-e de littérature et de civilisation française. Fonctions: Enseignement au cours de littérature et de civilisation française au 1er cycle. Exigences: Ph.D. ou équivalent (XIXe siècle du Second Empire à la Belle Époque). Conditions: Contrat à durée déterminée, rémunération et autres conditions selon convention collective; entrée en vigueur du contrat le 1er août 1992. Date de clôture des candidatures: à fixer. Prière d'envoyer son curriculum vitae et trois lettres de recommandation à: Mme Judith Woodsworth, Directrice du département d'Études françaises, Université Concordia, 1455, boul. de Maisonneuve ouest, Montréal (Québec) H3G 1M8. L'Université souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées. Devant des candidatures d'égale valeur, la préséance sera accordée aux femmes. Conformément aux exigences canadiennes en matière d'immigration, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

UNIVERSITÉ LAURENTIENNE: Le Département de Français de l'Université Laurentienne recherche une personne pour un poste menant à la permanence au rang de professeur(e) adjoint(e). La personne choisie devra enseigner des cours de Français langue seconde. Le doctorat en Didactique des Langues (achevé ou en voie d'achèvement) est exigé ainsi qu'une solide expérience appropriée et un dossier de publication dans la spécialisation. Le rang et le salaire sont à déterminer. Ce poste est offert sous réserve d'autorisation budgétaire. Les personnes intéressées devraient soumettre leur demande, accompagnée d'un curriculum vitae et 3 lettres de références à: Dr. Jon Gonder, Doyen des Humanités, Université Laurentienne, Chemin du lac Ramsey, Sudbury, Ontario, P3E 2C6. La date limite de réception des candidatures est le 30 mars 1992. La nomination entre en vigueur le 1er juillet 1992. L'université Laurentienne souscrit aux principes de l'équité en matière d'emploi et encourage les personnes qualifiées, y compris les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser faux candidature. En accord avec les exigences de l'immigration canadienne, la présente sera offerte aux citoyens canadiens et aux résidents permanents.

UNIVERSITY OF NEW BRUNSWICK - SAINT JOHN CAMPUS: French. Applications are invited for a ten month sabbatical replacement position in French for the 1992-1993 academic year. The successful candidate will have a Ph.D or equivalent and native or near-native fluency in French; teaching experience and publications will be an asset. The candidate will be required to teach undergraduate courses in French language, nineteenth or twentieth-century French literature, and French civilization. Applications, with curriculum vitae and the names of three referees, should be sent to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, NB, E2L 4L5. The University is committed to the principle of employment equity. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

1841-1992 SESQUICENTENNIAL

DIRECTOR
Human Rights Office

Applications and nominations are invited for the position of Director of the Human Rights Office. This is a new position at Queen's and the Director will have primary responsibility for establishing the office and recommending procedures and programmes for dispute resolution and education and training on all matters concerning human rights. The Director will work with the University's grievance and harassment advisors, with the staff liaison officer and with human-rights councils which are being established to give advice on the full range of human-rights issues.

The Human Rights Office will be associated administratively with the Office of the University Secretary, but the Director will have direct access to the Principal. The appointee will have broad experience with human-rights issues and close familiarity with the Ontario Human Rights Code and other relevant legislation. This is a senior appointment for a renewable three-year contract. Salary will be commensurate with training and experience.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities.

Candidates should submit a full curriculum vitae and a statement of their interest in and qualifications for appointment. They should also arrange for three letters of reference to be sent by April 30, 1992 to:

Dr. A.H. Jeeves
Executive Assistant to the Principal
Queen's University
Kingston K7L 3N6

ture or both. Applications, including curriculum vitae and the names and addresses of three referees should be sent to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is directed to citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

BROCK UNIVERSITY: French. Subject to budgetary approval, applications are invited for a tenure-track position at the Junior Assistant Professor level in French effective July 1, 1992. Candidates should have Ph.D. in hand or near completion, with specialization in medieval literature, demonstrate native or near native fluency in both French and English, and be committed to excellent undergraduate teaching as well as research. Duties might include the teaching of language and literature courses at all levels. The deadline for submission of applications is March 31, 1992. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled. Candidates should submit a curriculum vitae and arrange to have three letters of reference sent to Professor Corrado Federici, Chair, Department of French, Italian and Spanish, Brock University, St. Catharines, Ontario, L2S 3A1.

GEOGRAPHY

SIMON FRASER UNIVERSITY: Economic Geographer. Applications are invited for a tenure-track position at the Assistant Professor rank in the field of economic geography. Preference will be given to candidates who are prepared to teach in one or more of the following fields would be an asset: environmental studies, regional development; urban studies. Although not a primary requirements, a supporting regional specialty could also be an asset. Requirements include a Ph.D. (or Ph.D. near completion) and a strong commitment to research. The successful candidate will teach upper-level courses in economic geography, as well as introductory courses in human geography. The candidate will also be expected to coinnbute to the department's graduate program through the teaching of graduate courses and supervision of graduate students (M.A. and Ph.D.). This position commences September 1, 1992 subject to budgetary approval. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Applicants should submit a curriculum vitae and a statement of current and proposed research activities, and should arrange to have three referees submit letters of recommendation. Deadline for receipt of applications and letters of reference is March 31, 1992. Apply to Professor J.T. Pierce, Chair, Department of Geography, Simon Fraser University, Burnaby, BC V5A 1S6; Telephone (604) 291-3321; FAX (604) 291-5841.

UNIVERSITY OF ALBERTA, EDMONTON, ALBERTA: Department el Geography. Applicants are invited for a tenure-track position, subject to budget approval, at the Assistant or Associate Professor rank, specializing in modelling and field research in glacial processes with an emphasis on glacial hydrology. A Ph.D. is required. The Department of Geography is strong in field studies of glacial environments and seeks applicants with strong theoretical backgrounds. Candidates should be committed to teaching at the undergraduate and graduate levels. They must also have an active research program and a record of significant scholarship. The date of appointment is flexible. Closing date for Applications: March 31, 1992. In accordance with Canadian immigration requirements this advertisement is directed at Canadian citizens and permanent residents. Please send letters of application together with a curriculum vitae and arrange for three letters of recommendation to be sent to Dr. John Shaw, Chair, Department of Geography, University of Alberta, Edmonton, Alberta T6G 2H4. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginel persons, disabled persons, members of visible minorities and women.

GEOLOGY

UNIVERSITY OF ALBERTA: Laboratory Manager/Research Associate. Applications are invited for the position of Laboratory Manager/Research Associate for the C.M. Scarfe Laboratory of Experimental Petrology in the Department of Geology of the University of Alberta. The laboratory houses the large-volume, multiple-anvil USSA-2000 apparatus, with capabilities of 250 kbar and >3000 C. Complementery equipment for lower -pressure experiments includes piston-cylinder solid-media apparatus, an internally-heated pressure vessel, cold-seals, and one atmosphere furnaces. Responsibilities include: supervision of the users of the multi-anvil laboratory; calibration and development experiments to refine and increase the capabilities of the apparatus; and training of visiting personnel in the use of the apparatus. The LM/RA will dedicate approximately half-time to research projects of his/her own initiative, subject to the workload resulting from the above responsibilities. The successful candidate must have a PhD and a strong background in high-pressure experimental petrology, mineralogy, or mineral physics. Experience with multi-anvil apparatus useful, but not required. Experience with other high-pressure experimental apparatus essential. The appointment will be initially for one year, with renewal of up to three years dependent upon performance and (more importantly) funding availability. Starting date is open, but ideally in the early summer of 1992. Salary range $28,000 - $32,000 for 12 months. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permenent residents. Send statement of research interests, curriculum vitae, and the names of three references by 31 March 1992, to: Dr. Robert W. Luth, C.M Scarfe Laboratory of Experimental Petrology, Department of Geology, University of Alberta, Edmonton, Alborta T6G 2E3 Canada. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

GERMAN

TRENT UNIVERSITY: Applications are invited for a nine-month limited term position in the Department of Modern Languages and Literatures, German Studies Section, at the level of Lecturer or Assistant Professor commencing September 1, 1992. Applicants should have completed or nearly completed their Ph.D. and possess native or near native fluency in German. Experience in, and commitment to, teaching are essential. Duties will include language instruction and upper-year literature courses in literature: e.g. Turn of Century, Novelle, Enlightenment and Romanticism. Candidates with other area specialties are also encouraged to apply. Candidates should arrange for three referees to write directly to the Department. Letter of application should list the names of the referees and be accompanied by a full curriculum vitae. All correspondence should be addressed to: Prof. Arndt A. Kruger, Chair, German Studies, Trent University, Peterborough, Ont. K9J 7B8 and must be received by March 31, 1992. Trent University is an employment equity employer, and especially invites applications from women, aboriginal peoples, members of visible minorities and disabled persons. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.

WILFRID LAURIER UNIVERSITY, Department of Modern Languages and Literatures. Applications are invited for a one-year limited term appointment (sabbatical leave replacement) in German, to commence July 1, 1992. Candidates should have a Ph.D., native or near-native fluency in German, expertise in German Romanticism and 20th century literature as well as some teaching experience. The successful candidate would be expected to teach undergraduate language and literature courses. This position is subject to final budgetary approval. Please send a letter of application with a complete c.v. and the names and addresses of three referees, before March 31, 1992, to Dr. Gerhard Friesen, Chairperson, Department of Modern Languages and Literatures, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men. The University offers a smoke free work environment.

HEALTH STUDIES

UNIVERSITY OF WATERLDD: The Department of Health Studies has a tenure track opening for a social scientist with strong interests in population health and health promotion. Health Studies is an interdisciplinary department integrating biological and behavioural sciences in the study of disease prevention and health promotion. It has established B.Sc., M.Sc., and Ph.D. programs. Through the Centre for Applied Health Research, opportunities exist for the development of collaborative activities across the university and with external agencies. Applicants must have a Ph.D. or equivalent and a commitment to both research and teaching. While an appointment at the rank of Assistant Professor is anticipated, exceptional candidates will be considered at a more senior level. Expected starting date is July 1, 1992. Send Curriculum Vitae and three letters of reference by March 31, 1992 to Dr. Patricia Weinwright, Faculty Search Committee, Department of Health Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

HISTORY

UNIVERSITY OF ALBERTA - Department of History. Applications are invited for the position of sessional lecturer or visiting assistant professor (1 September 1992 - 30 April 1993), subject to the availability of funds. Applicants should be prepared to teach in at least two of the following fields: World History; Canadian History, possibly including International Relations; Latin American History; and European History. Currently Salary range (8 months) is $21,783 - $27,612 depending upon qualifications and experience. Minimum qualification: successful completion of Ph.D. comprehensive examinations or equivalent: Ph.D. and teaching experience preferred, in accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. American citizens who qualify under the Free Trade Agreement are exempt from advance validation of employment by Canadian Employment and Immigration. Send a letter of application, a curriculum vitae, university transcripts and three confidential letters of appraisal to Dr. D.R. Owrem, Acting Chair, Department of History, The University of Alberta, Edmonton, Alberta, T6G 2H4. Closing date: March 31, 1992. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND, Department of History. Subject to budgetary approval, applications are invited for a two-year limited term appointment (leave replacement) in the Department of History, Memorial University of Newfoundland. The request is for a Canadien Economic Historian, with preference given to a candidate able to teach Modern International Economic History. The successful candidate may be asked to teach one of the other department's introductory courses. Deadline for Applications: When Filled. Send curriculum vitae and names of referees to: Dr. A.A. den Otter, Department of History, Memorial University of Newfoundland, St. John's, Newfoundland A1B 3X7. In accordance with Canadian immigration requirements, this advertisement is directed towards Canaden citizens and permanent residents. Memorial University is committed to employment equity.

BISHOP'S UNIVERSITY: History. Applications are invited for a temporary replacement position in United States History at Bishop's University, Lennoxville, Quebec, J1M 1Z7. Tel: (819) 822-9626; Fax: (819) 822-9661.

UNIVERSITY OF TORONTO, Department of History. Applications are invited for a one year term appointment in Early Modern British History with emphasizes in 17th Century, to teach a survey and lecture course: "The Struggle for Power: English History, 1550 - 1765", a third-year lecture course: "Seventeenth Century Britain", and a fourth year seminar. Applicants should have a Ph.D. (or Ph.D. nearing completion). Relevant experience in teaching and research desirable. This appointment will be made at the Lecturer or Assistant Professor level. Salary will be commensurate with experience and qualifications. Floor for Assistant Professor, 1991/92 $36,400. The appointment will commence on 1 July 1992. Send applications, a curriculum vitae, and ask two referees to write letters to Professor Joseph Goering, Acting Chair, Department of History, University of Toronto, Toronto, Canada M5S 1A1. Applications will close on April 30, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada, particularly encourages applications from qualified women.

UNIVERSITY OF VICTORIA: Europeon Appointment. The Department of History at the University of Victoria invites applications for an eight-month sessional appointment in European History at the rank of assistant professor. The successful applicant will teach the European survey course, an upper level course on Imperial and Nazi Germany, and a course on German History to be arranged. A completed Ph.D., teaching experience and publications are desirable. Applicants should send a curriculum vitae and three letters of reference to Dr. Peter Baskerville, Chair, History Department, University of Victoria, P.O. Box 3045, Victoria, B.C. V8W 3P4. The appointment will commence September 1, 1992. Closing date for receipt of applications is when the job is filled. In accordance with Canadian immigration requirements and the University of Victoria's employ policy, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

UNIVERSITY OF VICTORIA: Japanese Appointment. The Department of History at the University of Victoria invites applications for an eight-month sessional appointment in Japanese History at the rank of assistant professor. The successful applicant will teach the Japanese survey course and two other courses on Japanese History in areas to be defined. A completed Ph.D., teaching experience and publications are desirable. Applicants should send a curriculum vitae and three letters of reference to Dr. Peter Baskerville, Chair, History Department, University of Victoria, P.O. Box 3045, Victoria, B.C. V8W 3P4. The appointment will commence September 1, 1992. Closing date for receipt of applications is when the job is filled. In accordance with Canadian immigration requirements and the University of Victoria's employ policy, priority will be given to Canadian citizens and permanent residents of Canada. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

UNIVERSITY OF NEW BRUNSWICK - SAINT JOHN CAMPUS: History. Applications are invited for a five month January - June sabbatical replacement position in History at the Lecturer or Assistant Professor level for the 1992-1993 academic year. Teaching duties would be an introductory course in Western European History, 18th Century to present, and two other undergraduate courses in the European Field. Applications with curriculum vitae and names and addresses of three referees, should be sent to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration regulations, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.

YORK UNIVERSITY: Applications are invited for a one-year contractually limited appointment (May 1, 1992 to April 31, 1993) as Special Assistant Professor in the Department of History, Atkinson College, York University, in the field of Canadian immigration and Ethnic Studies. The appointee will also be expected to teach a survey course in Canadian History. The successful applicant will have an M.A. in History, though a Ph.D. is preferred, and publications in the field of Canadian Immigration History. Experience in teaching mature students would be an asset. Applications, with three letters of recommendation, should be mailed or faxed to: Professor Varpu Lindstrom, Chair, Dept. of History, Atkinson College, York University, 4700 Keele Street, North York, Ontario, M3J 1P3. Telephone (416) 736-5231. Fax: (416) 736-5103. York University is an employment equity employer, and equity equity, including affirmative action for women teuity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF WATERLDD: Department of History. Applications are invited for two tenure-track positions at the Assistant Professor level in any of the following fields: Twentieth-Century International history, American history, and Canadian Political/Public history. The availability of one of these appointments is subject to budgetary approval. Candidates must have a Ph.D and a strong commitment to undergraduate teaching. Ability to teach in a secondary field is desirable. Salary negotiable. Appointment effective July 1, 1992. Closing date for applications is April 15, 1992. Applicants should send a curriculum vitae and have three referees send letters to: Dr. David Burley, Chair, Department of History, University of Waterloo, Waterloo, Ontario N2L 3G1; FAX number: 519-746-2659. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

HISTORY & MULTIDISCIPLINARY STUDIES

YORK UNIVERSITY — Glendon College: Departments of History and Multidisciplinary Studies. Applications are invited for a specially limited position at the rank Assistant Professor for 1992-1993, subject to budgetary approval. Applicant should possess a PhD in History, with concentration in the fields of (i) the history of women in both English and French Canada, and (ii) the writing of women's history. The ability to teach in both English and French is required. Preference will be given to candidates with teaching experience. Duties will include teaching at the undergraduate level. Salary is in accordance with the collective agreement and experience. Applications, including curriculum vitae and the names of three referees, should be sent to Professor Michiel Horn, Chair, Department of History, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario M4N 3M6. Effective date of appointment July 1, 1992. Application deadline: March 31, 1992. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadien citizens and permanent residents.

UNIVERSITÉ DE YORK, College Glendon; Le départements d'histoire et d'études pluridisciplinaires sollicitent des candidatures pour un poste contractuel d'une durée d'un an au rang de professeur(e) adjoint(e), sous réserve d'approbation budgétaire. Conditions requises: Doctorat en histoire avec spécialisation dans les domaines de l'histoire des femmes au Canada français et anglais, et de l'historiographie des femmes. Le candidat(e)s doivent pouvoir enseigner en anglais et en français. Les candidat(e)s disposant d'excellentes références dans le domaine de l'enseignement bénéficieront d'un atout supplémentaire. Fonctions: Enseignement au niveau du 1er cycle. Salaire: Selon la convention collective et l'expérience. Date limite en fonction: 1er juillet 1992. Date limite de candidature: 31 mars 1992. Envoyer lettre de candidature, curriculum vitae à jour, et le nom de trois répondants à M. Michiel Horn, Directeur, Département d'histoire, College Glendon, Université York, 2275 Bayview Avenue, Toronto, Ontario, M4N 3M6. L'Université York applique une politique d'équité en matière d'emploi et encourage les candidatures de toutes personnes. Conformément aux exigences d'Immigration Canada, celle annonce s'adresse aux citoyens canadiens et résidents permanents.

HUMAN ECOLOGY

MOUNT SAINT VINCENT UNIVERSITY invites applications for two full-time, tenure-track positions in the Human Ecology department, commencing August 1, 1992. Salary is based on Mount Saint Vincent University's Collective Agreement. Applicants would be qualified to teach in the areas of Institutional Systems, Child Nutrition, Nutrition and Human Ecology. Ph.D. preferred. Deadline for applications is March 10, 1992. Letters of application with curriculum vitae and the names of three referees should be sent to Dr. Marilyn McDowell, Chair, Department of Human Ecology, Mount Saint Vincent University, Halifax, Nova Scotia. B3M 2J6. In accordance with Canadian immigration requirements, this notice is directed only to Canadian citizens and landed immigrants. The availability of this position is subject to budgetary approval.

IMMUNOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA: Immunologist to Assist Development of Ocular Immunology Laboratory. Department of Ophthalmology, University of British Columbia, seeks a full-time Ph.D. immunologist to work with other clinical services in the development of therapies for uveitis (e.g. AIDS-uveitis, scleritis, orbital inflammatory disorders, corneal end external disease. Starting July 1, 1992. The position is subject to final budgetary approval. Superior molecular biology skills essential. Experience in the planning and implementation of new programs an asset. Assistant Professor level. Salary commensurate with experience and qualifications. Apply, sending a curriculum vitae and the names of three referees by April 1, 1992 to: Dr. J. Rodman, Head, Department of Ophthalmology, 2550 Willow Street, Vancouver, B.C. Canada V5Z 3N9. UBC encourages female and minority applicants. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF ALBERTA: Immunologist The Department of Immunology at the University of Alberta is a highly interactive department with excellent facilities and good growth potential, due to strong financial support from the government. The Department has recently added several staff positions at the Assistant Professor rank or higher. The salary for Assistant Professor ($38,055 - $55,755) is negotiable in accordance with the individual's qualifications. Successful candidates must have either a Ph.D. and/or a M.D. degree. Preference will be given to investigators who have already demonstrated outstanding potential for an independent research career in the field of Immunology. The successful candidate will have the responsibility to establish a dynamic research team with an independent program. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permenent residents. For further information please contact Dr. Tim Mosmann (403)492-2275, FAX (403)492-0368. Interested candidates should forward their curriculum vitae, outlines of their research interests and names of three references by April 30, 1992, to: Dr. Tim Mosmann, Chair, Department of Immunology, 8-55 Medical Sciences Building, University of Alberte, Edmonton, Alberta, T6G 2H7 Canada. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

INFORMATION MANAGEMENT

MOUNT SAINT VINCENT UNIVERSITY invites applications for a full-time, tenure-track position in the Information Management department, commencing August 1, 1992. Salary is based on Mount Saint Vincent University's Collective Agreement. The successful applicant will plan, develop and teach courses in Information Management. Applicants must have a background in automated office and information system, automated records management and telecommunications. Ph.D. preferred. Deadline for applications is April 10, 1992. Letters of application with curriculum vitae and the names of three referees should be sent to Ms. Jean Mills, Chair, Department of Information Management, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. In accordance with Canadian immigration requirements, this notice is directed only to Canadian citizens and landed immigrants. The availability of this position is subject to budgetary approval.

ITALIAN

McGILL UNIVERSITY: Department of Italian. Candidates are invited to apply for a tenure track position at the rank of Assistant Professor in Medieval and Renaissance Italian literature. Secondary strength in Italian contemporary poetry would be an asset. A completed Ph.D. or the equivalent, publications, native or near native fluency in Italian and experience in teaching are required. The appointment will commence on September 1, 1992. A curriculum vitae, copy of publications and the names of three referees should be sent to: Prof. Mana Prodelli, Chair, Italian Department, McGill University, 1001 Sherbrooke Street West, Montreal, QC, H3A 1G5 Deadline: until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadien citizens or permanent residents.

JAPANESE

CARLETON UNIVERSITY invites applications for a tenure track position (subject to budgetary approval) at the level of Instructor or Assistant Professor in Japanese. Applicants should have native fluency in Japanese, an M.A. (for an Instructor level appointment) or a Ph.D. (for an Assistant Professor appointment) in e relevant field, and e permanent professional commitment to a career in teaching Japanese as a foreign language. Duties will include teaching inactive introductory courses in Japanese and one advanced course in Japanese. Applicants should send e curriculum vitae and the names of three referees to Professor Ian Pringle, Director, Centre for Applied Language Studies, Carlton University, Ottawa ON K1S 5B6. Closing date for applications is March 31, 1992, or when filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and disabled persons. Interested persons from these groups are encouraged to apply.

LAW & JUSTICE

LAURENTIAN UNIVERSITY: Law and Justice. Laurentian University's department of Law and Justice invites applications for a tenure-stream appointment at the Lecturer or Assistant Professor level, to start July 1, 1992. The appointee will be expected to teach and develop courses in Canadian Law at the undergraduate level. Qualifications should include an LL.B. and Posigraduate work in a relevent discipline such as criminology, political science, philosophy, sociology or psychology is highly desired although there e very strong preference for candidates who have completed a doctorate. Applicants will be expected to teach in English. Interested individuals should submit an application and curriculum vitae as soon es possible to Dr. H.R. Pallard, Director, Law and Justice Department, Laurentian University, Sudbury, ON P3E 2C6. Laurentian University has an employment equity policy. The University invites and

MUSIC

POSITION:
Guitar Performer/Teacher (Jazz)
Full-time Tenure Track

QUALIFICATIONS:
Master's Degree Minimum.

RANK AND SALARY.
Dependent upon qualifications and experience.

DUTIES:
Teach the guitar studies (approx. 20 students) and recruit for the Music Department. Other duties from the following: Jazz Training, Theory, Improvisation, Composition, Arranging, Ensembles.

STARTING DATE:
September 1992

CLOSING DATE FOR APPLICATION:
April 30, 1992

Applicants should send a curriculum vitae, (3) three current letters of reference, and a performance tape to:

Prof. Gene Smith, Chair
Box 108, Music Department
St. F.X. University
Antigonish, Nova Scotia
B2G 1C0

THIS AD IS DIRECTED FIRST TO CANADIAN CITIZENS AND PERMANENT RESIDENTS OF CANADA.

BIOLOGY

Okanagan College, the University College of the Okanagan, invites applications for the following positions in BIOLOGY. lo all positions, related teaching experience and e commitment to post-secondary education would be an essel.

Competition No. 04FAC92. College Professor - Continuing (Penticton) Effective August 4, 1992 The successful candidate should hold a masters degree and will teach introductory courses in Biology. The ability to develop and teach e second year Biology course would be an asset.

Competition No. 05FAC92. College Professor - Replacement (Kelowna) Effective August 4, 1992 to April 30, 1993. Teach an introductory course in Biology, e one semester second year course in Invertebrate Biology, and a one semester upper level course in Genetics. A doctorate degree is required.

Competition No. 09FAC92. College Professor - Replacement (Kelowna) Effective August 4, 1992 to December 18, 1992. Teach introductory level courses in Biology. A Master's Degree in Biology is required.

Competition No. 06FAC92. Laboratory Instructor - Continuing (Kelowna) Effective August 4, 1992. An individual with a minimum of a bachelors degree is required to prepare and demonstrate first and second year university level Biology laboratories. A bread background in Botany and Zoology is an asset. College Professor salary is $41,020 - $58,940 per annum (prorated for replacement positions). Laboratory Instructor salary is $32,060 - $48,188 per annum. Placement on the 1991/92 salary scale dependent upon qualifications and experience. Salary and working conditions are governed by the Okanagan College Faculty Association Collective Agreement. Interested candidates should submit e curriculum vitae and three letters of reference to the Personnel Office, Okanagan College, 1000 KLO Road, Kelowna, B.C., V1Y 4X8. Please refer to competition number above upon application. Closing date for applications is March 31, 1992.

DEAN
FACULTY OF ARTS AND SCIENCE
QUEEN'S UNIVERSITY AT KINGSTON

The University invites nominations and applications for the position of Dean of the Faculty of Arts and Science. The appointment is for a renewable five-year term commencing July 1, 1993 and will include a continuing academic appointment. The Dean will be expected to provide strong academic leadership to a diverse group of academic departments which include nearly 500 faculty members and more than 6,000 students in a wide range of programmes. The Dean is assisted by four Associates Deans; together with heads of departments, they are responsible for academic planning and development in the faculty.

The Dean reports directly to the Principal and has responsibility for the supervision of the teaching programmes, research activities, budget and academic staffing of the Faculty. As the administrative head of the largest academic unit in the University, the Dean is closely involved in widar University affairs.

The successful candidate will have had substantial administrative experience at a senior level, an outstanding record of leadership in Arts and Science and will have demonstrated a high level of achievement in teaching, research and administration.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities.

Applications and nominations together with the names of three referees should be submitted by May 29, 1992 to:

Dr. David C. Smith
Principal and Vice-Chancellor
Quaen's University
Kingston, Canada. K7L 3N6

1841-1991 SESQUICENTENNIAL

encourages applications from all qualified individuels regardless of sex, race, religion or physical ability status. In accordance with Immigration Canada requirements, priority will be given to Canadien citizens and permanent residents.

LITERATURE

UNIVERSITY OF ALBERTA: La Faculté Saint-Jean sollicite des candidatures à un poste de professeur(e) adjoint(e). Ce poste ouvre la voie à la permanence. Responsabilités premières: littérature et civilisation canadiennes-françaises. Responsabilités secondes: langue française. Qualifications: Doctorat (ou l'équivalent). La personne sélectionnée entrera en fonction le 1er juillet 1992. Le traitement varie de 38,955 $ à 46,063 $ (échelle 1991-92) selon la formation et l'expérience. Faculté de langue française au sein d'une Université de langue anglaise, la Faculté Saint-Jean offre des diplômes de B.A., de B.Ed. et de B.Sc. University of Alberta respecte le principe d'équité en matière d'emploi. Elle encourage les candidatures des autochtones, des femmes, des membres des minorités visibles et des personnes handicapées. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents. Toute candidature doit comporter un curriculum vitae détaillé avec les noms de trois répondants et doit être transmise au plus tard le 30 avril 1992 à: J.A. Bour, Doyen, Faculté Saint-Jean, University of Alberta, 8406, rue Marie-Anne Gaboury, Edmonton, Alberta T6C 4G9.

MANAGEMENT

THE UNIVERSITY OF CALGARY Faculty of Management invites applications for anticipated tenure track positions in Accounting, Finance, Operations Management, Insurance, Marketing, Policy and Environment, New Venture Development, Tourism and International Business. Ph.D. or DBA preferred. Rank and salary to be based on qualifications and expenience. The Faculty of Management, an accredited member of AACSB, provides a stimulating teaching and research environment including modern, excellent computer resources and a management library. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Applications should be sent to: Dr. Malcolm C. Munro, Associate Dean (Research), Faculty of Management, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4. The University offers a Dual Career Assistance Program for spouses.

MATHEMATICS & COMPUTER SCIENCE

UNIVERSITE LAURENTIENNE: Le département de mathématiques et d'informatique de l'Université Laurentienne sollicite des candidatures pour un poste régulier (ou rang adjoint(e) ou à un rang supérieur) en mathématiques commençant le 1er juillet, 1992. Les candidat(e)s doivent détenir un Ph.D. en mathématique et posséder une expérience bu des capacités reconnues en recherche. La préférence sera accordée aux candidat(e)s dont les domaines de recherche sont la statistique, le recherche opérationnelle, la théorie de l'information ou l'analyse numérique. Le département offre des grades de premier cycle en mathématique et en informatique et offre bientôt un programme de maîtrise. Le centre de calcul du département est doté d'un DECSystem 3100 avec Unix, d'un petit réseau de postes de travail Sun 3 et de nombreux micro-ordinateurs. La ville de Sudbury est un centre régional de service pour le nord-est de l'Ontario et offre de nombreuses activités culturelles et récréatives ainsi que la possibilité de collaborer à la recherche dans le secteur des ressources. Il est entendu que les membres du département doivent se consacrer activement à la recherche en plus de donner des cours de premier cycle et de participer à la vie universitaire. Le bilinguisme (français/anglais) et la capacité d'enseigner l'informatique seraient des atouts. En conformité avec les exigences canadiennes de l'immigration, la préférence sera accordée aux citoyens canadiens et aux résidents permanents. L'Université Laurentienne applique une politique d'équité dans l'emploi. Ce poste est offen également aux femmes et aux hommes. Ce poste est sujet à l'approbation budgétaire L'ennonce restera en vigueur jusqu au moment ou le poste sera comblé. Faire parvenir le plutôt possible un curriculum vitae et les noms de trois personnes références à: G.R. Guenther, Directeur, Département des Mathématiques et d'Informatique, Université Laurentienne Sudbury, Ontario, Canada, P3E 2C6; ou par courrier électronique à chair@ramsay.cc.laurentian.ca.

UNIVERSITY OF NEW BRUNSWICK - SAINT JOHN CAMPUS: Mathematics/Computer Science Applications are invited for a nine month sabbetical replacement position at the rank of Assistant Professor for the academic year 1992-1993. Candidates should have a Ph.D. in mathematics with a strong background in computer science Those with lesser qualifications (M.Sc.) may be considered for appointment at the lecturer rank. Duties include teaching undergraduate courses in mathematics and/or computer science. Applications, including a curriculum vitae and the names and addresses of three referees should be sent to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. In accordance with Canadian immigration regulations, this advertisement is directed to citizens and permanent resident of Canada. The University of New Brunswick is committed to the principle of employment equity.

MATHEMATICS & STATISTICS

ACADIA UNIVERSITY: Department of Mathematics & Statistics. Applications are invited for a 9-month or 12-month replacement position at the assistant or associate professor level in the Department of Mathematics and Statistics. Qualifications: Ph.D in Statistics with evidence of a commitment to undergraduate teaching. Experience in statistical consulting will be an asset for this position. Duties: Undergraduate teaching in probability and statistics and consulting. Applicants should refer to position #20904R and send a curriculum vitae and arrange for 3 letters of reference to be sent to Joe Masaro, Chairman of the Selection Committee, Department of Mathematics & Statistics, Acadia University, Wolfville, Nova Scotia B0P 1X0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Acadia University is an equal opportunity employer. Deadline for applications: May 1, 1992.

CONCORDIA UNIVERSITY: Department of Mathematics & Statistics. Applications are invited for two limited term appointments at the Assistant Professor level for 1992-93. Applicants should have proven ability for research. Duties include teaching and research. The Department offers courses in Mathematics, Statistics, Operations Research and Actuarial Mathematics. Candidates should send a resume and the names of three referees to: The Chair, Department of Mathematics & Statistics, Concordia University, 7141 Sherbrooke St W., Montreal, Quebec, Canada H4B 1R6. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal women candidates shall be given priority. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY: Department of Mathematics & Statistics. Applications are invited for a sabbatical leave replacement at the Lecturer or Assistan Professor level from August 1, 1992 to May 31, 1993 (10 months). Applicants should have proven ability for research. Duties include teaching and research. The Department offers courses in Mathematics, Statistics, Operations Research and Actuarial Mathematics. Candidates should send a resume and the names of three referees to: The Chair, Department of Mathematics & Statistics, Concordia University 7141 Sherbrooke St W., Montreal, Quebec, Canada H4B 1R6. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal women candidates shall be given priority. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINDSOR: The Department of Mathematics and Statistics at the University of Windsor invites applications for a one year, full-time, limited term appointment at the Assistant Professor level, commencing July 1, 1992, subject to final budgetary approval. Candidates are expected to have a Ph.D. in Mathematics or Statistics. The University of Windsor is committed to employment equity and welcomes applications from aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Consideration of applications will begin on April 1, 1992. Applicants should send a curriculum vitae and the names of three referees to: Dr. Richard J. Caron, Acting Head, Department of Mathematics and Statistics, University of Windsor, Windsor, Ontario, N9B 3P4; FAX #519-973-7050; e-mail RCARON@UWINDSR.CA.

UNIVERSITY OF WATERLOO: The Faculty of Mathematics, University of Waterloo, invites applions at the rank of Lecturer (4-year appointment, renewable). Applicants should have a Master's degree in Mathematics and have interest and experience in teaching preferably both at the secondary and university levels. Duties include undergraduate teaching, student advising, participation in the Faculty's liaison program with secondary schools, training of students in the Mathematics Co-operative Program for prospective teachers, and an active role in the preparation and administration of the Canadian Mathematics Competition. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Curriculum vitae and names of three references should be sent to Professor R.G. Ounkley, Associate Dean, Faculty Programs, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario N2L 3G1. Effective dale of appointment: September 1, 1992 Closing dah for receipt of applications is March 31, 1992. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities.

MEDICAL GENETICS

THE UNIVERSITY OF BRITISH COLUMBIA: Fellowship position available in Medical Genetics, University of British Columbia, commencing July 1, 1992. Applicants should have MD and specially training (Obs. & Gyns., Paeds., Internal Med. or Family Practice). The 2 year training program is acceptable for CCMG and ABMG candidation. Interested applicants should send their resume and three references to Dr. B. McGillivray, Medical Genetics, University Hospital - Shaughnessy Site, 4500 Oak Street, Vancouver, B.C. V6H 3N1. Canada. This position is renewable and appointed annually. Salary will be commensurate with experience and qualifications. Closing date for applications is May 1, 1992. UBC encourages qualified women and minority applicants. In accordance with Canadian Immigration requirements, this ad is directed to Canadian citizens and permanent residents.

MEDICINE

THE UNIVERSITY OF BRITISH COLUMBIA: Clinical Fellow, Division of Dermatology, Department of Medicine. The Division of Dermatology is seeking a M.D. with post-doctoral research training in dermatology. The successful applicant will be expected to devote 100% time to research and work closely learning all aspects of dermatologic surgery with particular emphasis on Mohs micrographic surgery. Responsibilities will include limited teaching and clinical duties. Salary will be commensurate with qualifications and experience. This is a one year appointment beginning July 1, 1992 Please submit a letter of application and CV no later than March 31, 1992 to: Dr. David McLean, Head, Division of Dermatology, Department of Medicine, Vancouver General Hospital, 910 W. 10th Ave., Vancouver, BC V6T 1W5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC encourages qualified women and minority applicants.

UNIVERSITY OF BRITISH COLUMBIA: Assistant Professor, Division of Respiratory Medicine, Department of Medicine. The Division of Respiratory Medicine is seeking a PhD with post-doctoral experience in connective tissue biochemistry to join a multidisciplinary group investigating the pathophysiology of lung disease with particular emphasis on airway disease. Candidates should have an independent research program in extracellular matrix biochemistry/molecular biology applied to lung pathophysiology. Duties will include supervising graduate studies and post-doctoral fellows in experimental medicine, teaching in molecular biology and pulmonary pathophysiology. This is a grant-tenure track position beginning July 1, 1992; the candidate must be able to compete successfully for an MRC or equivalent personnel award. The appointment is subject to final budgetary approval. Please submit a letter of application and CV no later than April 30, 1992 to: Dr. Peter Pare, Head, Division of Respiratory Medicine, Department of Medicine St. Paul's Hospital, 1081 Burrard, Vancouver, BC V6Z 1Y6. Salary will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The position is subject to final budgetary approval. Please send curriculum vitae, a summary of research interests and the names of three referees to: Dr. Julian Davies, Head, Department of Microbiology, University of British Columbia. #300, 6174 University Boulevard, Vancouver, B.C. V6T 1Z3. Closing date for applications is April 30, 1992.

UNIVERSITY OF BRITISH COLUMBIA/UNIVERSITY HOSPITALS: Assistant Professor, Division of Respiratory Medicine, Department of Medicine. The UBC Dept. of Medicine and University Hospitals seeks an academic respirologist with intensive care experience. The candidate should have Royal College certification in Internal Medicine and Respirology with at least two years postdoctoral experience. This is a grant tenure-track position. The candidate must have a track record in the field and must be able to compete successfully for an MRC or equivalent personnel award. The position begins July 1, 1992. The salary will be commensurate with qualifications and experience. This appointment is subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit a curriculum vitae and the names of three referees to: Dr. John A. Fleetham, Division of Respiratory Medicine, University of British Columbia, University Hospital - Shaughnessy Site, 2211 Wesbrook Mall, Vancouver, BC, V6T 2B5. UBC encourages qualified women and minority applicants.

THE UNIVERSITY OF WESTERN ONTARIO AND VICTORIA HOSPITAL CORPORATION invite applications for a full time academic family physician in the Department of Family Medicine The position involves the clinical supervision of a teaching practice in the newly constructed Hamilton Road Family Medical Centre at Victoria Hospital and an active staff appointment in the Victoria Hospital Corporation. The Family Medical Centre includes four full time family physician faculty in interdisciplinary team-oriented care with nursing, social work, psychology and physiotherapy associates. The Victoria Hospital is a large teaching hospital with an active Department of Family Medicine involved in the general adult, obstetrical and paediatric care. Academic responsibilities include the teaching of medical students and family medicine residents, contribution to the academic development and administration of the university's Department of Family Medicine and participation in research activities. A full range of practice skills including hospital care and obstetrics is expected. Required qualifications include an active general licence to practice medicine in Ontario, Certification of the College of Family Physicians of Canada, several years of experience in community-based family practice and a demonstrated interest in teaching and research. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. Qualified applicants should forward a detailed resume by April 1, 1992 to: Dr. Brian Hanna, Chairman, Department of Family Medicine, Room K101, Kresge Building, The University of Western Ontario, London, Ontario N6A 5C1.

MICROBIOLOGY

UNIVERSITY OF REGINA: Tenure-Track Position in Microbiology. A tenure-track position in Medical Microbiology is available at the Assistent Professor level. Preference will be given to those with post-doctoral training. Successful candidates must have a strong commitment to research and to teaching at the undergraduate and graduate levels (M.Sc. and Ph.D.). Research will be encouraged with start-up funds and reduced teaching loads to get new faculty quickly productive in their research. The cost of housing is very reasonable in this small attractive, capital city. Applicants should send a cv and arrange to have three letters of reference sent directly to: Dr. O. Roy Cullimore, Chair, Search Committee, Department of Biology, University of Regina, Regina, Saskatchewan, Canada S4S 0A2; FAX 306-585-4894. In accordance with Canadian immigration requirements, priority will be given to Canadians and permanent residents. The University of Regina is committed to employment equity. We welcome applications from all, especially aboriginal people, people with disabilities, visible minorities and women.

THE UNIVERSITY OF BRITISH COLUMBIA: Applications are invited for a tenure-track assistant professor in the department of Microbiology. We seek candidates with potential or established records in research, and with experience in teaching and training university students at undergraduate and graduate level. The appointment would permit a younger candidate to develop an outstanding research programme that would complement excellent programmes in the department and in centres of excellence established on campus. The candidate must have expenence in any aspect of modern microbiology, typically in research areas such as molecular studies of microbial pathogenesis, microbial response to environmental stimuli, membrane synthesis, structure and function, etc. that are expansive and prospective in character. We seek an individual who is innovative, imaginative, productive and cooperative and lives applications from candidates of such quality. The university and department are committed to increasing the representation of women and minority faculty members and accordingly welcomes applications from such candidates. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The position is subject to final budgetary aporoval. Please send curriculum vitae, a summary of research interests and the names of three referees to: Dr. Julian Davies, Head, Department of Microbiology, University of British Columbia. #300, 6174 University Boulevard, Vancouver, B.C. V6T 1Z3. Closing date for applications is April 30, 1992.

MINING & METALLURGY

UNIVERSITÉ LAVAL: Faculty Position in Underground Mining. Duties: The Department of Mining and Metallurgy at Laval University is inviting applications for a tenure-track position to teach underground mining methods and equipment including mine construction, organization and management; the applicant will also conduct research at postgraduate leaching in these same fields. Requirements: Bachelor's degree in mining engineering with specialisation at the Ph.D level or the equivalent is required. An appropriate record of teaching, research and industrial expedence will also be considered. The candidate must be proficient in both oral and written French. Starting dale: Before September 1st, 1992. Applications will be examined starting March 31st, 1992. Please submit a resume and the name of three referees to: Dr. Edward Ghali, director, Department of Mining and Metallurgy, Université Laval, Quebec (Quebec), G1K 7P4 Canada; Tel: (418) 656-7629, Facsimile (418) 656-5343.

UNIVERSITÉ LAVAL: Poste de professeur(e) en exploitations minières souterraines. Fonctions: Le Département de mines et métallurgie de l'Université Laval recherche un(e) professeur(e) à plein temps pour participer à l'enseignement des méthodes d'exploitations souterraines, des équipements miniers, de la construction, de l'organisation et de la gestion minière, ainsi qu'à la recherche et à l'enseignement aux cycles supérieurs dans ces domaines. Exigences: Diplôme d'ingénieur des mines avec spécialisation au niveau du doctorat ou l'équivalent. Toute expérience pertinente, tant au niveau de l'enseignement que de la recherche que de l'industrie sera également considérée. Le (la) candidat(e) devra maîtriser le français oral et écrit. Date d'entrée en fonction: avant le 1er septembre 1992. L'examen des candidatures débutera le 31 mars 1992. Veuillez faire parvenir votre curriculum vitae et le nom de trois répondants à: M. Edward Ghali, directeur, Département de mines et métallurgie, Université Laval, Québec (Québec) G1K 7P4; Tél: (418) 656-7629; Télécopieur: (418) 656-5343.

MODERN LANGUAGES & LITERATURES

THE UNIVERSITY OF WESTERN ONTARIO: Department of Modern Languages & Literatures. Applications are invited for a limited term position for up to three years at the rank of Assistant Professor, to begin July 1, 1992. Applicants must have a Ph.D. and expenise in major European Languages, which must include Spanish, with knowledge or near-native command of Spanish, French, Italian or other relevant languages, excellent knowledge of English, University-level teaching experience, and firm research commitment with publications. Administrative responsibilities will include development of M.A. programme in Comparative Literature. Teaching will include undergreduate courses in Western Literature and Civilization, and Comparative Literature courses. Cross appointment with relevant Departments will be sought. Salary-floor for Assistent Professor. Send c.v and three letters of reference to: Dr. A Mard, Chair, Department of Modern Languages and Literatures, The University of Western Ontario, London, Ontario, N6A 3K7, Canada, by April 3, 1992 Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including woman, members of visible minorities, aboriginal persons, and persons with disabilities.

MUSIC

McGILL UNIVERSITY: 1 One non tenure-track appointment at the rank of Faculty Lecturer; one year contract renewable to a maximum of two subsequent years. 2. Ph.D. in music theory completed or well underway; proven excellence as a teacher will be an important criterion in hiring. 3. Teaching of core undergraduate theory and musicianship (ear training) at any one of three levels; minimum of twelve classroom hours per week plus coordination duties for multisectional courses. 4 Current base salary: $32,433. 5. Send a curriculum vitae and arrange to have three letters of reference to Prof. Steven Huebner, Chair, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke St. West, Montreal, Quebec H3A 1E3. 6. Effective: September 1, 1992. 7. Deadline April 1, 1992. 8. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND: Memorial's School of Music has an opening for a full-time, tenure-track position in theory and composition, subject to budgetary approvel. Duties for the position include undergraduate instruction in composition and theory including electronic music and computer applications in music The successful candidate will be expected to carry on an active program of research and/or composition. A minimum of master of music in composition or theory is required, a doctorate is preferred. Performance experience as soloist, chamber musician and accompanist is also required. Experience teaching at the university level is an assel. The date of appointment is 1 Sept. 1992. Salary and rank depend on qualifications and experience in accordance with the collective agreement. Applicants should send a letter of application together with transcripts of records, a sample work and curriculum vitae to: Search Committee, c/o Professor Maureen Volk, Director, School of Music, Memorial University of Newfoundland, St. John's, Nfld., Canada, A1C 5S7. Applicants should also arrange for three letters of reference to be sent directly to Professor Volk. The closing dale for this position is 15 April 1992, or when the position is filled. In accordance with Canadian immigration requirements, this ad is directed towards Canadian citizens and permanent residents of Canada Memorial University is committed to employment equity

BROCK UNIVERSITY: Notice of position in music (subject to budgetary approval). Qualifications: PhD or equivalent professional experience in piano (performance and/or pedagogy). A secondary teaching area in history or theory is an asset. Duties: Teaching piano lutorials and performance seminars for instrumentalists. Supervision of Solo Performance program. Development of annual concert series. Maintenance of active performing career. Possible teaching of undergraduate history or theory courses. Rank: Assistant Professor depending on qualifications. Position Start Date: July 1, 1992. Application Closing Date: May 15, 1992 or until position is filled Application Procedure: Please send a curriculum vitae and letters of reference to: Dr. Peter Landey, Chair, Department of Music, Brock University, St. Calhannes, Ontario L2S 3A1. Brock University The university is situated on the escarpment in the south end of St. Calhannes, Ontario. Present enrollment is about 9,000 students. The Department of Music has four full-time faculty with over 50 majors and more than 300 enrolments in music courses A Bachelor of Arts degree (pass or honours) is offered. The department's special interests include choral, classroom, piano and world pedagogy. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified woman candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

NATIVE STUDIES

TRENT UNIVERSITY: Applications are invited for a ten month limited term appointment in the School of Native Studies commencing August 1, 1992. Areas of specialization sought are a combination of community based research methods, Native social services, community development, economic development or program planning. Candidates should have Native/Inuit experience, knowledge of Native cultures and direct experience with community based initiatives. M.A. required, Ph.D. or equivalent in experience preferred. Applications, including Curriculum Vitae and names of three referees should be sent to Professor Peter Kulchyski, Chair, Department of Native Studies, Trent University, Peterborough, Ontario, K9J 7B8 no later then April 15, 1992. Trent University is an employment Equity Employer, and especially invites candidacies from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

NURSING

THE UNIVERSITY OF WESTERN ONTARIO Faculty of Nursing invites applications for full time (12 months) tenure track positions for a three-year or five-year term in the following practice areas: community health, family nursing, acute care (B.Sc.N. program) and administration (M.Sc.N. program). An earned doctorate in nursing or a related field and demonstrated skill in teaching are required. Rank is open and depends upon qualifications and experience. Applications will be accepted until position is filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and landed immigrants.

DEAN DIVISION OF UNIVERSITY EXTENSION

The University of Victoria invites applications and nominations for the position of Dean, Division of University Extension.

The Division offers community education, professional development, certificate, diploma, and degree completion programs in collaboration with the Faculties of the University.

Candidates should have a Ph.D. in adult education or a related field and considerable experience in a university, including the management of a large staff.

The successful candidate will provide leadership to a dynamic and entrepreneurial Division committed to providing adult and continuing education for local, provincial, and international clients in a variety of formats, including distance education. In addition, the following characteristics are sought: ability to foster innovation; open and communicative manner; mentoring style of leadership; excellent dispute resolution and negotiation skills; and a reputation for fairness. The Division is involved in a strategic planning process, the Dean will be expected to provide leadership and guidance in its implementation.

The appointment is to be effective as soon as possible after July 1, 1992.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Victoria is committed to an employment equity program and invites applications from all qualified persons. Nominations of and applications from qualified women are particularly encouraged.

Applications and nominations should be sent by April 30, 1992, to:

Dr. S.E. Scully
Vice-President Academic and Provost
University of Victoria
P.O. Box 1700
Victoria, B.C. V8W 2Y2
(604) 721-7010

Applications should be accompanied by a full *curriculum vitae* and the names of three referees who will comment on the applicant's capacity to discharge the duties of the position.

UNIVERSITY OF VICTORIA

CHEMISTRY

Okanagan College, the University-College of the Okanagen, invites applications for the following positions in CHEMISTRY. In all positions, related teaching experience and a commitment to post-secondary education would be an asset.

Competition No. 07FAC92. College Professor - Continuing (Penticton) Effective August 4, 1992. The successful candidate will teach General Chemistry at the first year level and Organic Chemistry at the second year level. Preferred qualification a PhD in Organic Chemistry and recent post-secondary teaching experience however individuals with a masters degree in the discipline, combined with a strong record of teaching at post-secondary level are encouraged to apply.

Competition No. 02FAC92. Laboratory Instructor - Continuing (Kelowne) Effective August 4, 1992. An individual with a minimum of a Bachelor's degree or equivalent in Chemistry, and teaching experience including current knowledge of a wide range of instruments found in a four year degree program, is required to assist college professors in teaching laboratory sections at the introductory level, as well as instruction at the second year and upper levels. College Professor salary is $41,020 - $58,940 per annum. Laboratory Instructor salary is $32,060 - $46,168 per annum. Placement on the 1991/92 salary scale is dependent upon qualifications and experience. Salary and working conditions are governed by the Okanagan College Faculty Association Collective Agreement. Interested candidates should submit a curriculum vitae and three letters of reference to the Personnel Office, Okanagen College, 1000 KLO Road, Kelowna, B.C., V1Y 4X8. Please refer to competition number above upon application. Closing date for applications is March 31, 1992.

ADULT EDUCATION

Applications are invited for a tenure-track position at the rank of Assistant/Associate Professor. Applicants holding a doctoral degree in Adult Education or related area preferred. The Master of Adult Education program is self-directed and delivered via assistance education. The position requires a comprehensive knowledge of adult education theory and practice duties include supervision of graduate students, teaching during the orientation sessions, and research. Salary will be dependent on qualifications and experience. Please submit letter of application together with a curriculum vitae and the names of three referees to: Dr. M.A. Gillen, Chair, Department of Adult Education, St. Francis Xavier University, Antigonish, N.S., B2G 1C0. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and landed immigrants.

tions are filled for July, 1992. Positions are subject to budget approval. The University with an enrolment of over 28,000, is located in London, a city equidistant from Detroit and Toronto. Excellent opportunities exist for educational, administrative, and clinical research with an extensive network of cross-appointed faculty from regional health care agencies. Send curriculum vitae and names of three referees to: Dr. Lilian Bramwell, Dean, Faculty of Nursing, The University of Western Ontario, London, Ontario N6A 5C1. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, aboriginal persons, visible minorities, aboriginal persons, and persons with disabilities.

UNIVERSITY OF NEW BRUNSWICK - SAINT JOHN CAMPUS: Nursing. Applications are invited for a tenure track position in Nursing at the Assistant Professor level effective July 1, 1992. The program is a post RN baccalaureate program available to part-time and full-time students. The successful applicant will be responsible for classroom and clinical teaching (some courses via distance education), pursue scholarly activities, and assist with curriculum revisions and student advising. Candidates should have a Master's degree in nursing, recent clinical experience and previous teaching experience (preferably with adult learners). Applications, including curriculum vitae and the names and addresses of three referees will be accepted until the position is filled and should be addressed to Dr. Peter McGehan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. This position is subject to budgetary approval. The University of New Brunswick is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

OBSTETRICS & GYNECOLOGY

UNIVERSITY OF SASKATCHEWAN: Assistant Professor, Gynacological Oncology, Department of Obstetrics and Gynecology. The College of Medicine, University of Saskatchewan, invites applications for the position of Assistant Professor in the Department of Obstetrics and Gynecology, Division of Gynecologic Oncology. We seek a clinician who has experience in teaching and research to join us. There are 7 full-time faculty and 68 part-time clinicians who are members of the Department. Candidates must be certified specialists in Obstetrics and Gynecology with subspecialty training in Gynecologic Oncology and be eligible for licensure in the Province of Saskatchewan. Salary and academic rank will be commensurate with experience and qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Saskatchewan is committed to the principles of employment equity and encourages applications from all qualified individuals. Applications accompanied by a detailed Curriculum Vitae and the names of three references should be directed by March 31, 1992 to Dr. Roger W. Turnell, Acting Head, Department of Obstetrics and Gynecology, Royal University Hospital, Saskatoon, Saskatchewan, S7N 0X0.

ONCOLOGY

McGILL UNIVERSITY - Radiation Oncology: Applications are invited for a position at the Assistant Professor level in the Department of Radiation Oncology at McGill University. The appointee would join a small research group working in Cancer Research with the emphasis on Radiation Biology. The area of specialization is open to discussion and the position could be of interest to radiobiologists, tumor or cell biologists. The applicant should have a Ph.D. and 2-3 years relevant experience. In accordance with Canadian immigration requirements this notice is directed mainly to Canadian citizens or permanent residents. Please send curriculum vitae and names of three referees to: Dr. Shirley Lehnert, Radiation Oncology, Montreal General Hospital, 1650 Cedar Avenue, Rm. D5 400, Montreal, Quebec, Canada, H3G 1A4.

PEDIATRICS

THE UNIVERSITY OF BRITISH COLUMBIA: Subspecialty Trainee/Fellowship Positions. The Department of Pedretrics at the University of British Columbia invites applications for fellows/subspecialty trainees in divisions as listed below. Training occurs at B.C. Children's Hospital, the only university-affiliated tertiary care centre for children in British Columbia. Positions in most divisions are available each July and, in one or two cases, January. At least three core years of pedatric training is required by the following divisions. Biochemical Diseases (including Cystic Fibrosis and Inborn Metabolic Diseases), Cardiology, Endocrinology, Gastroenterology, Hematology/Oncology, Infectious and Immunological Diseases, Neonatal-Perinatal Medicine, Nephrology, Neurology, and Rheumatology, while Pediatric Intensive Care will accept three years of core training in pediatrics or anaesthesia. In accordance with Canadian immigration requirements, priority is given to Canadian citizens and permanent residents of Canada. The University of British Columbia encourages qualified women and minority applicants. Salary is commensurate with qualifications and experience. Deadlines for applications is April 15, 1992. Late applications may be considered if positions not filled. Send curriculum vitae to the Head of the appropriate Division, c/o: B.C. Children's Hospital, 4480 Oak Street, Vancouver, B.C. V6H 3V4

THE UNIVERSITY OF BRITISH COLUMBIA: Head, Division of Developmental Pediatrics. The Department of Pediatrics, University of British Columbia is seeking a qualified candidate for the Head of the Division of Developmental Pediatrics. There is a full-time grant in-aid-track position. Applicants should have a strong background in clinical or basic research, excellent teaching and clinical skills and appropriate administrative experience. Starting date will be July 1, 1992. This appointment is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. The University of British Columbia encourages qualified women and minority applicants. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. Apply, sending a curriculum vitae and the names of three references by March 31, 1992 to: Dr. Judith G. Hall, Professor and Head, Department of Paediatrics, B.C. Children's Hospital, 4480 Oak Street, Vancouver, B.C. V6H 3V4.

UNIVERSITY OF BRITISH COLUMBIA: Head, Division of Hematology/Oncology. The Department of Pediatrics, University of British Columbia, B.C. Children's Hosplial, and the B.C. Cancer Agency seek a qualified candidate for full-time (joint tenure-track position as Head, Division of Hematology/Oncology. This Division serves the Province of B.C. for all tertiary care related to hematologic and oncologic disorders in infants and children. Applicants should have a strong background in clinical or basic research, excellent teaching and clinical skills and appropriate administrative experience. Starting date will be July 1, 1992. This appointment is subject to final budgetary approval. UBC encourages qualified women and minority applicants. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. Apply, sending a curriculum vitae and the names of three references by April 30, 1992 to: Dr. Judith G Hall, Professor and Head, Department of Peedietrics, B.C. Children's Hospital, 4480 Oak Street, Vancouver, B.C. V6H 3V4.

UNIVERSITY OF BRITISH COLUMBIA: Pediatric Infectious and Immunological Diseases. The Department of Pediatrics, University of British Columbia, and B.C. Children's Hospilel seek a grant tenure-track Pediatrician with experience and promise of productivity in bacterial moleculer pathogenetic research. The incumbent should be fully trained in Pediatrics and Infectious Diseases and will be expected to develop an independent research programme. Clinical duties will be shared with three other full-time members of the Pediatric Infectious Diseases Service. Salary will be commensurate with qualifications and experience. This appointment is subject to final budgetary approval. Starting date is July 1, 1992. UBC encourages qualified women and minority applicants. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents of Canada. Apply, sending curriculum vitae and the names of three referees by April 30, 1992 to: Or. David Speert, Head, Division of Infectious and Immunological Diseases, Room 304, Research Centre, 950 West 28th Avenue, Vancouver, B.C. V5Z 4H4 Canada. Tel: (604) 875-2438, Fax: (604) 875-2496.

PHARMACEUTICS

UNIVERSITY OF ALBERTA: Faculty of Pharmacy & Pharmaceutical Sciences, Faculty Positions - Pharmeceutics. Applications are invited for three full-time positions in Pharmeceutics. One is a full time tenure track position and the other two are soft tenure track positions with assured funding for five years. They are all at the level of Assistant/Associate Professor in the Division of Pharmaceutics, Faculty of Pharmacy & Pharmeceutical Sciences. 1991-92 salary ranges are $38,955-$55,755 (Assistent Professor) and $48,083-$70,331 (Associate Professor). Applicants must have a Ph.D in the area of Pharmaceutics. Postdoctoral research, industrial and/or teaching experience would be desirable. Of particular interest are individuals with expertise in dosage form design and/or drug delivery system development, particularly in the area of protein/peptide drugs. The successful candidates are expected to develop an attractive research program through extra mural funding to complement an established research Faculty. Teaching responsibilities include participation in both undergraduate and graduate level courses. The two soft tenure track positions are primarily research appointments with a minimum 75% of time devoted to research. The faculty has 430 undergraduate and 60 graduate students. The University of Alberta has 30,000 students. Excellent opportunities exist for collaborative research with other disciplines within the Faculty or the University at large, as well as outside the University. Applications should be received prior to June 1, 1992. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should include a curriculum vitae, a short description of research interests and the names and addresses of three references and be submitted to: Dr. R.E. Moskalyk, Faculty of Pharmacy and Pharmaceutical Sciences, 3118 Dentistry/Pharmacy Centre, University of Alberta, Edmonton, Alberta T6G 2N8. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

PHARMACY

THE UNIVERSITY OF MANITOBA: Faculty Position in Pharmeceutics. Applications are invited for a full-time tenure track position in Pharmeceutics at the rank of Assistant Professor. The position requires a B.Sc. (Pharmacy) degree, and a Ph.D. degree specializing in the areas of pharmaceutics, and Manufacturing Technology. Previous experience in pharmaceutical manufacturing would be advantageous. Candidates must also have a successful record in attracting external research funds, or have the potential to do so. The duties will include teaching undergraduate and graduate courses, and research in the area of the applicant's interest, provided this fits the priorities and needs of the Faculty. There is potential for research collaboration both inside and outside the Faculty. The position is available from July 1st, 1992. Salary will depend upon the qualifications and experience of the successful candidate. The closing date for receipt of applications is April 15th, 1992. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designeld areas. Priority consideration will be given to Canadian citizens and permanent residents. Applicants should send curriculum vitae, details of teaching and research interests, and three letters of reference to: Dr. J.W. Scott, Dean, Faculty of Pharmacy, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2; Tel: (204) 474-8794; Fax: (204) 275-7509.

PHILOSOPHY

CONCORDIA UNIVERSITY: The Philosophy Oepertment invites applications for two tenure-track positions at the rank of Assistant Professor, effective July 1, 1992. Salaries are negotiated by experience from the 1991-92 floor of $36,740. Areas of specialization are: Ancient and Ancrent Western Philosophy. Ethrics, Logic, Cognitive Science. Areas of competence are from among Nineteenth Century Philosophy, American Philosophy, Medievel Philosophy, Philosophy of Language, Philosophy of Science, Philosophy of Mathematics. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications should be received by March 31, 1992 for consideration by the Oepertment. Send applications to: Dr. Christopher B. Grey, Chair, Philosophy Department, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6.

CONCORDIA UNIVERSITY: The Philosophy Department invites applications for a limited term appointment (sabbetical leave replacement) at the rank of Assistant Professor starting 2 August 1992. Sefaries are negotiated by experience from the 1991-92 floor of $36.740 for Assistant Professor. Areas of specialization are from among Ancient Western Philosophy, Ethics, Logic, Cognitive Science. Areas of competence are from among Modern Philosophy, Nineteenth Century Philosophy, American Philosophy, Medievel Philosophy, Philosophy of Language, Philosophy of Science, Philosophy of Mathematics. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Applications should be received by March 31, 1992 for consideration by the Oepertment. Send applications to: Dr. Christopher B. Grey, Chair, Philosophy Department, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, H4B 1R6.

UNIVERSITY OF GUELPH

CHAIR
Egg Research

The University of Guelph is seeking to fill an industry-supported "Chair" in Egg Research. The incumbent will be responsible for conducting and coordinating research to develop knowledge of the composition and functional properties of the egg. He/she will be expected to work with the poultry and allied industries to develop novel uses for eggs in the food, pharmeceutical and biomedical industries. The incumbent will establish communication channels with the industry to transfer scientific and technical knowledge accruing from the work of the research team, to respond to strategic industry needs, and contribute to the training of skilled manpower through the supervision of graduate students and post-doctorate fellows. Therefore, the University is seeking scientists with recognized skills at team research management and experience in industrial applications of new technology. It is the intent of the industry sponsor and the University to select a candidate to work with in securing awards of an Industrial Research Chair from the Natural Sciences and Engineering Research Council.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

Applicants should submit a Curriculum Vitae and the names of three referances before March 31, 1992 to:

Dr. J.B. Stone, Chair
Selection Committee
Ontario Agricultural College
University of Guelph
Guelph, Ontario
N1G 2W1

HISTOIRE

Le département d'Histoire de l'Université Laurentienne ouvre un poste à durée limitée, commençant le 1er septembre 1992, en histoire de l'Europe contemporaine. La personne choisie possédera un doctorat en histoire et aura démontré des capacités en enseignement et en recherche. La personne choisie enseignera en français. Prière de soumettre sa demande, accompagnée d'un curriculum vitae, au plus tard le 30 mars 1992 au Directeur, M. Angus Gilbert, Université Laurentienne, Sudbury, Ontario, P3E 2C6.

L'Université Laurentienne souscrit au principe de l'équité en matière d'emploi et encourage toutes les personnes qualifiées, y compris les femmes, les autochtones, les membres de minorités visibles et les personnes handicapées à poser leur candidature.

En accord avec les exigences de l'immigration canadienne, la priorité sera donnée aux citoyens canadiens et aux résidants permenents.

range of fields, we are especially interested in establishing interdisciplinary links with College programs in Astronomy (Astrophysics), Environmental Sciences, and Earth Sciences. Erindale College has an enrolment of 5000 full-time students and is part of the Faculty of Arts and Science of the University of Toronto. The Erindale campus is located in Mississauga, 36km from downtown Toronto. The successful candidate's duties will include undergraduate teaching at Erindale, graduate teaching and supervision, research, and participation in the activities of the College and the Physics Department. Salary will depend on qualifications and experience. Present salary floor for Assistant Professor is $36,800.) Applicants should send a C.V., a list of publications and a summary of research interests and arrange to have three letters of reference forwarded to Professor R.F. Code, Chairman, Appointment Committee, Physics, Erindale College, 3359 Mississauga Road North, Mississauga, Ontario L5L 1C6. Closing date for receipt of applications is April 15, 1992. In accordance with immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto has an employment equity policy.

UNIVERSITY OF MANITOBA: The Department of Physics at The University of Manitoba invites applications for a tenure track position at the Assistant Professor level in experimental condensed matter physics effective July 1, 1992. This position is subject to final budgetary confirmation. Salary will be commensurate with qualifications and experience. A Ph.D. degree with post-doctoral experience is required. Duties include undergraduate and graduate teaching, and the development of an independent, vigorous research program. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University provides a smoke free work environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Curriculum vitae and the names of three referees should be sent before May 1, 1992 to: Dr. R.C. Barber, Head, Department of Physics, 301 Allen Building, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

SAINT MARY'S UNIVERSITY Department of Physics invites applications for a tenure-track appointment at the Assistant Professor level commencing September 1, 1992 in the area of theoretical astrophysics. A PhD and strong commitment to undergraduate teaching is required. The successful candidate will be expected to establish an active research program complementing the observational interests of present members of the Physics and Astronomy departments. These interests include, but are not limited to, variable stars, the interstellar medium, moleculer outflows, star clusters, galactic structure and early-type galaxies. Facilities include a university VAX cluster, Sun workstations, various Macintosh micros, a partially automated irin astrophotometer, a microdensitometer, copies of the IRAF and DAO software packages, a 0.4-meter instructional reflecting telescope equipped for photometry, spectroscopy and direct imaging and good library holdings. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University is an equal opportunity employer and encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities. Qualified applicants should forward a curriculum vitae, transcript and the names and addresses of at least three referees prior to April 30, 1992 to: Dr. Cameron Reed, Chairperson, Department of Physics, Saint Mary's University, Halifax, Nova Scotia. B3H 3C3.

UNIVERSITY OF OTTAWA: The Physics Department at the University of Ottawa invites applications for one or two contract appointments at the assistant professor rank commencing July 1, 1992, subject to budgetary approval. There is the possibility that these will become tenure-track positions. For one of the positions we are seeking a strong candidate in the area of experimental condensed-meither physics. Currently the active research areas in this field focus on the following: optical properties and magneto-optical properties of semiconductors; high-pressure physics; surface physics: solid-state magnetism; and electronic structure and magnetic properties of novel alloys. Applicants in other fields will also be considered. Since the University of Ottawa is a bilingual institution, applicants must indicate their language proficiency in English and French. Applications with curriculum vitae and names and addresses of three referees together with reprints of two papers should be forwarded before April 1, 1992 to: Dr. R.J. Hodgson, Chairman, Department of Physics, University of Ottawa, Ottawa, Ontario K1N 6N5. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ D'OTTAWA: Le Département de physique de l'Université d'Ottawa annonce un ou deux postes de professeur(e) adjoint(e) à compter du 1er juillet 1992, soumis à l'approbation budgétaire. La possibilité existe que ces postes pourraient mener à la permanence. Nous cherchons un(e) candidat(e) de haut calibre, avec l'expertise dans le physique de la matière condensée expérimentale, pour un de ces postes. A présent, les domeines de recherches actits sont: propriétes optiques et magnéto acoustique des semiconducteurs: physique à haute pression; physique des surfaces, magnétisme de l'état solide et structure électronique et propriétés magnétiques des alliages nouveaux. Les candidat(e)s dans les autres spécialisations seront aussi considéré(e)s. Etant donné que l'Université d'Ottawa est une institution bilingue, les candidat(e)s doivent indiquer leur compétence en français et en anglais. Les candidat(e)s son invité(e)s à soumettre un curriculum vitae, les noms et adresses de trois répondants, ainsi que des tirés à part de leurs deux meilleurs articles, avant le 1er avril 1992 à: R.J. Hodgson, directeur, Département de physique, Université d'Ottawa, Ottawa, Ontario K1N 6N5. L'Université d'Ottawa, une institution bilingue, a une pollique d'égalité en matière d'emploi. En conformité avec les exigences en matière d'immigrge, cette annonce s'adresse aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s.

UNIVERSITY OF NEW BRUNSWICK - SAINT JOHN CAMPUS: Physics. Applications are invited for a nine-month sebbatical replacement position in Physics for the 1992-93 academic year. Duties involve teaching at the first and second year level. Applicants should send e curriculum vitae together with the names and addresses of three referees to: Dr. Peter McGehan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B E2L 4L5. In accordance with Canadian Immigration requirements this notice is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

QUEEN'S UNIVERSITY, Department of Physics: Applications are invited for a one-year research associate position in experimental condensed matter physics. The successful candidate will undertake optical birefringence and related studies of crystals undergoing structural phase transitions at low temperatures. Applicants should have a Ph.D. degree and experience in a related field. Salary for this one-year position will be in the renge $27,500 to $39,343 depending on qualifications. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities, and visible minorities. Please send curriculum vitee and the names of three referees, before 30 April 1992 to: Dr. D.R. Taylor, Department of Physics, Queen's University, Kingston, Ontario K7L 3N6.

PHYSICS & ASTRONOMY

UNIVERSITÉ LAURENTIENNE: Le Département de Physique et d'Astronomie vit actuellement une période de croissance. Il annonce un poste de professeur(e) adjoint(e) qui s'ouvre à partir du 1er juillet 1992 et qui peut mener à la permenence. Nous cherchons un(e) candida(e) possédant un doctoral, capable d'exceller en français et capable d'établir ou de collaborer à un programme de recherche de haut calibre en physique. Les personnes qui s'intéressent à soumettre leur curriculum vitee et des lettres de référence de trois répondants avent le 31 mars 1992 au: Dr. G.A. Rublin, directeur, Département de Physique et d'Astronomie, Université Laurentienne, Sudbury, Ontario, P3E 2C6. Ce poste est sujet à l'approbation budgétaire et, conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyen(ne)s canadien(ne)s et aux résidents permanents.

PHYSICS & COMPUTING

WILFRID LAURIER UNIVERSITY: The Department of Physics and Computing invites applications for a limited-term con-

PHYSICAL EDUCATION & SPORT STUDIES

UNIVERSITY OF ALBERTA: The Department of Physical Education & Sport Studies, University of Alberta, requires an individual to teach Sociology of Sport during the 1992 Spring Session (May 5 - May 29). Candidates should hold a Ph.D. degree in Physical Education or Sociology. Rank: Assistant or Associate Professor. Salary: $3095 to $3105. In accordance with the Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Please send applications by March 31 1992 to: Dr. H.A. Scott, Acting Chair, Department of Physical Education and Sport Studies, University of Alberta, Edmonton, Alberta T6G 2H9. The University of Alberta is committed to employment equity. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

Alberta College of Art
Artist/Instructor Appointments
1992/93 Academic Year

We are looking for practicing professionel artists who are interested in providing individual end group teaching in introductory, intermediate, or advenced studio classes in our following Programs: **GLASS, CERAMICS, PHOTOGRAPHY, PRINTMAKING, VISUAL COMMUNICATIONS** (i.e. illustration/grephic design).

We also require academic expertise to instruct a HISTORY OF PHOTOGRAPHY course offered in our HUMANITIES Progrem.

Qualifications/Application

Academic credentials and/or studio-based experience or equivelencies, and exhibiting record are required. Previous teaching experience at post-secondery level is desirable.

Please identify your specific skills, techniques, or theoretic expertise in the Program of your interest and submit the following.

Studio Courses: Curriculum vitae, statement of personal vision of art education, 20 slides of current work, 3 letters of reference.

Acadamic Courses: Curriculum vitae, off-prints of 3 recent publications, 3 letters of reference.

Please forward documents by April 8, 1992 to: **Selection Committee, c/o Humen Resources Department, ALBERTA COLLEGE OF ART, 1407 - 14th Avenue N.W., Calgary, Alberta T2N 4R3.**

tract position at the Assistant Professor level beginning July 1, 1992. Applicants should hold a Ph.D. in Computer Science or a related field. Candidates in all areas of Computer Science will be considered. Candidates are expected to show promise of a strong commitment to teaching and to continuing an active research program. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity policies and welcomes applications from all qualified women and men. The University offers a smoke free work environment. This position is subject to final budgetary approval. Letters of application accompanied by a C.V. and the names of at least three references should be sent, not later than March 31, 1992, to: Dr. Harald Jorch, Chair, Department of Physics and Computing, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5; FAX (519) 884-8854.

PHYSIOLOGY

UNIVERSITY OF MANITOBA: The Department of Physiology, Faculty of Medicine, University of Manitoba invites applicants for a contingent faculty position at the level of Assistant Professor. Applicants should have a Ph.D. degree and 2 years of postdoctoral experience in molecular endocrinology of the placenta and related reproductive organs. Candidates must have experience in developing and working with transgenic mice. The successful candidate will be a member of a collaborative molecular endocrinology program group in the department, and will direct independent research projects, and teach both graduate and medical students. Salary will commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University offers a smoke-free environment, leave for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Please send your resume, statement of research goals and names of referees by April 1, 1992 to: Dr. H.G. Friesen, Head, Department of Physiology, Faculty of Medicine, University of Manitoba, Winnipeg, Manitoba, Canada, R3E 0W3

UNIVERSITY OF OTTAWA, Faculty of Medicine, Assistant Professor - Physiology. The Department of Physiology wishes to fill a tenure-stream position from July 1, 1993. Candidates should have a PhD and/or MD degree, with several years of post-doctoral research experience. The development of an independent, externally funded research program, and participation in graduate and undergraduate training will be expected. Ability to teach in French as well as English would be an asset. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents. Employment equity is the Policy of the University of Ottawa. Please submit by April 15, 1992, a CV, summary of research plan, and names and addresses of three references to Dr. K.C. Marshall, Department of Physiology, Faculty of Medicine, 451 Smyth Road, Ottawa, Ontario K1H 8M5.

POLITICAL SCIENCE

THE UNIVERSITY OF LETHBRIDGE: Faculty of Arts and Science, Department of Political Science. 1. Title: Assistant Professor level; Term position for two years. 2. Qualifications: Ph.D. or near completion in Political Science; a commitment to teaching and scholarship in a university with good opportunities for research and scholarly activity; ability to teach courses in public administration and public policy, politics of less developed countries, and comparative politics. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. Women and men are encouraged to apply for this position. 3. Responsibilities: The successful candidate will be expected to teach introductory and advanced courses in the above mentioned fields. 4. Salary (1991-92): Assistant Professor $36,450 minimum per annum. 5. Applications: Applicants should send a letter describing interest and qualifications, a current curriculum vitae, and arrange to have three letters of reference sent to: Dr. Edwin Webking, Chair, Department of Political Science, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4. 6. Effective Date: 01 July 1992. 7. Closing Date: 30 April 1992.

MCGILL UNIVERSITY: Department of Political Science. McGill University invites applications for one or more sessional lecturer positions (full-time or partial) for the 1992-93 academic year. The position(s) are subject to budgetary approval. Possible fields include Canadian Politics, Political Theory, International Politics and Comparative Politics (Developed areas). Candidates should have a Ph.D. in Political Science. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be submitted no later than March 31, 1992. Applications, including a curriculum vitae, university transcripts and three letters of reference, should be sent to: Professor Peter H. Black, Chair, Department of Political Science, McGill University, 855 Sherbrooke St. W., Montreal, Quebec H3A 2T7.

UNIVERSITY OF WATERLOO: The Department of Political Science at the University of Waterloo invites applications for a tenure-track position at the level of Assistant Professor beginning July 1, 1992. First interest in teaching/research must be in the history of political theory; successful candidate will share responsibility for large introductory lecture course. Secondary fields of interests are empirical theory/research methodology and the ability to teach in one or more of the following areas: American, East Asian, or African politics. Salary is commensurate with qualifications and experience. The closing date for applications is April 1, 1992. Send your CV and names of three referees to Professor Peter Woolstencroft, Chair, Department of Political Science, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified men and women, members of visible minorities, native peoples, and persons with disabilities. It is the intention of the University of Waterloo to fill vacancies only with those appointed as Assistant Professors, whenever possible. Appointment is subject to availability of funds.

POLITICAL STUDIES

BISHOP'S UNIVERSITY: The Department of Political Studies invites applications for a one year sabbatical replacement position during the 1992-93 academic year, subject to budgetary approval. The main field of specialization is Comparative Politics with additional competence in Eastern European/Western European Politics. Completed Ph.D. is preferred but candidates also near completion are invited to apply. Closing date: until filled. Send C.V. and three confidential letters of reference should be sent to: Dr. C. Rose, Dean of Social Sciences, Bishop's University, Lennoxville, Quebec J1M 1Z7. In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents.

PSYCHOLOGY

MOUNT SAINT VINCENT UNIVERSITY invites applications for a full-time tenure-track position in the Psychology department, commencing August 1, 1992. Salary is based on Mount Saint Vincent University's Collective Agreement. Applicants should have a background in social psychology or social development psychology with strength in quantitative methods. Ph.D. preferred. Deadline for applications is April 15, 1992. Letters of application with curriculum vitae and the names of three referees should be sent to Dr. Ann Krane, Chair, Department of Psychology, Mount Saint Vincent University, Halifax, N.S., B3M 2J6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. The availability of this position is subject to budgetary approval.

CARLETON UNIVERSITY: Department of Psychology. Subject to budgetary considerations, the Department of Psychology of Carleton University wishes to make a tenure-track appointment in Human Experimental Psychology. Preference would be given to candidates with research interests in neuropsychology and/or ageing. The appointment would take effect July 1, 1993. Applicants should send their curriculum vitae to Dr. Bill Jones, Chair, Department of Psychology, Carleton University, Ottawa, Ontario, K1S 5B6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and disabled persons. Interested persons from these groups are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications will be accepted until the position is filled.

GALHOUSIE UNIVERSITY. Applications are invited for a one-year limited term appointment at the Assistant Professor level, commencing July 1, 1992. A Ph.D. or any equivalent experimental psychology and teaching experience in experimental methods and statistics are preferred. The successful applicant will be expected to teach undergraduate courses in experimental methods, and one or more of the following areas of psychology: development, perception and graduate level statistics. Applicants should send their curriculum vitae and arrange for three letters of reference to Dr. Myong Yoon, Chair of Search Committee, Department of Psychology, Dalhousie University, Halifax, Nova Scotia B3H 4J1 by 31 March 1992. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY - Glendon College: Department of Psychology. Applications are invited for a contractually-limited appointment at the rank of Assistant Professor for the 1992-1993 academic year, subject to budgetary approval. Applicants should possess a PhD in Psychology, with expertise in the areas of (i) quantitative methods and experimental design, and (ii) psychometric testing and methods, including adult learning disabilities. Proven practical and theoretical experience in both areas will be required of the successful applicant. The ability to teach and do research in both English and French is required. Duties will include teaching at the undergraduate level. Salary is in accordance with the candidate's assessment and experience. Effective date of appointment: July 1, 1992. Application deadline: March 31, 1992. Documentations, including curriculum vitae and the names of three referees, should be sent directly to Professor J. Grozier, Chair, Department of Psychology, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario M4N 3M6 York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE YORK - Collège Glendon: Département de psychologie. Par la présente on concours d'un poste d'une durée d'un an au rang de professeur(e) adjoint(e), sous réserve d'approbation budgétaire. Conditions requises: Doctorat en psychologie avec expertise dans les domaines suivants (i) méthodes quantitatives et modèles expérimentaux, et (ii) méthodes et test psychométriques, incluant les troubles d'apprentissage des adultes. Une expérience pratique et théorique dans ces deux domaines sera exigée de la personne engagée. Les candidat(e)s doivent maîtriser l'anglais et le français et être capables d'enseigner et de faire des recherches dans les deux langues. Fonctions. Enseignement au niveau du 1er cycle. Salaire: Selon l'information collective et l'expérience. Date d'entrée en fonction: 1er juillet 1992. Date limite de candidature: 31 mars 1992. Envoyer lettre d'a de candidature, curriculum vitae à jour, et le nom de trois répondants à M. John Crozier, Département de psychologie, Collège Glendon, Université York, 2275 Bayview Avenue, Toronto, Ontario, M4N 3M6. L'Université York applique une politique d'équité en matière d'emploi et encourage les candidatures de professeures. Conformément aux exigences d'immigration Canada, cette annonce s'adresse aux citoyens canadiens et résidents permanents.

BROCK UNIVERSITY: Child Studies. Subject to budgetary approval, the Child Studies Program at Brock University anticipates making an appointment at the Assistant Professor level, either tenure-stream or contract position, effective July 1, 1992. Child Studies is an interdisciplinary program with cross-listed courses and participating faculty from Education, Psychology, Physical Education/Recreation, and Sociology. Candidates must have a completed Ph.D., and teaching experience and an active program of research in child development. Should the position be tenure-stream, strong preference will be given to applicants with demonstrated research promise in developmental disabilities. Please send curriculum vitae, three letters of reference, and representative reprints and preprints to: Dr. Wm. James Wegner, Director, Child Studies Program, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalances in faculty. Qualified male candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

UNIVERSITY OF BRITISH COLUMBIA: The Department of Psychology, University of British Columbia invites applications in connection with a limited one-year term appointment at the level of Assistant Professor, commencing in July, 1992. Candidates with research and teaching expertise in cognitive and psycholinguistic development and those who have a particular interest in statistical and research methods appropriate to the training of developmental psychology students are especially encouraged to apply. Applicants must have demonstrated in published form evidence of ability to conduct high quality research in these areas. Responsibilities are those appropriate to a research oriented doctoral program and include the supervision of graduate student research and undergraduate and graduate teaching. Salary will be commensurate with experience. The position is contingent on budgetary consideration. UBC encourages women and minority applicants. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents/landed immigrants of Canada. Applicants should send their Curriculum Vitae, representative reprints, and arrange for letters from at least three professional referees to be sent to Chair, Faculty Search Committee, Department of Psychology, University of British Columbia, 2136 West Mall, Vancouver, B.C. V6T 1Z4, Canada. Closing date for applications is May 1, 1992.

BISHOP'S UNIVERSITY: Department of Psychology: Applications are invited for a one-year temporary research-leave replacement position at the Assistant Professor or Lecturer level. The position commences July 1, 1992. A Ph.D. and teaching experience at the university level are preferred. The candidate will teach three undergraduate courses per semester. Courses required are introductory psychology, principles of psychological testing and psychological research.

Courses in the area of Child Development and/or Behavioural Modification are also possible teaching options. Salary for Assistant Professor starts at approximately $38,000. Send applications with curriculum vitae to Dr. Countice Rose, Dean of Social Science, Bishop's University, Lennoxville, Quebec J1M 1Z7. Tel: (819) 822-9600 Ext 638. Ask three referees to write directly to Dr. Rose. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Applications will be accepted until the position is filled.

THE UNIVERSITY OF WESTERN ONTARIO: The Department of Psychology at the University of Western Ontario invites applications for a one-year appointment in cognition at the Assistant Professor level. The Department at Western is research-intensive and consists of 45 full time faculty, an active Cognition group, and houses the Centre for Cognitive Science. The successful candidate will be expected to engage in research during his or her stay. Applicants should have a Ph.D. with a general background and research expertise in Cognitive Psychology and/or Cognitive Science; the area of specialization within this position is open. The successful candidate will be expected to teach the equivalent of two full-year courses. Candidates should send a copy of their c.v., and three letters of reference to: Dr. Greg Moran, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. Positions are subject to budget approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

PUBLIC RELATIONS

MOUNT SAINT VINCENT UNIVERSITY invites applications for a tenure-track position at the Assistant Professor level in the Public Relations department for the 1992-93 academic year. This position will commence on August 1, 1992. Salary is based on Mount Saint Vincent University's Collective Agreement. The successful candidate will be able to teach at the undergraduate level some combination from the following areas: news and feature writing, management, public relations writing, public relations theory and methodology, mass communication theory, research methods. The successful candidate will pursue an ongoing program of research and participate in the administration of the department. The department offers a four-year professional degree in public relations with an option in co-operative education. Qualified applicants will have a post-graduate degree (preferably a Ph.D. in communications or related field), professional experience in journalism, broadcasting and/or public relations (APR preferred); teaching experience. Applications will be accepted until April 10, 1992. Letters of application with curriculum vitae and the names of three referees should be sent to Dr. Rosemarie Sampson, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. In accordance with Canadian immigration requirements, this notice is directed only to Canadian citizens and landed immigrants. The availability of this position is subject to budgetary approval.

RUSSIAN

YORK UNIVERSITY. Faculty of Arts. Department of Languages, Literatures and Linguistics (Russian language and linguistics). One sessional appointment for up to three years at the rank of Assistant Professor commencing July 1, 1992. Position subject to budgetary approval. Candidates must have a Ph.D. in Slavic linguistics with a concentration in the Russian area. The successful candidate must have a strong background in the history and structure of the Russian language and have completed graduate work in Russian linguistics. Old Church Slavonic, applied linguistics and language pedagogy at the graduate level. Candidates must have a fluent and sophisticated command of both English and Russian and have native or near native phonology in the Russian language. Candidates must be familiar with several other Slavic languages. Responsibilities include the teaching of all levels of the Russian language, from elementary to the most advanced and the supervision of the language curriculum. Candidates must be able to introduce into the programme and teach Old Church Slavonic, the history of Russian, and the structure of Russian at the advanced undergraduate level. A demonstrated record of successful teaching of language at all levels and publications in the area of Russian language or linguistics are required. Salary commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. Deadline for application is April 15, 1992. Applicants should send a curriculum vitae, transcripts and teaching evaluations or attestations, and arrange to have three letters of reference sent directly to: Rita Belladonna, Chair, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, North York, Ontario M3J 1P3.

SOCIAL WELFARE

NIPISSING UNIVERSITY COLLEGE: Social Welfare. Applications are invited for a two year limited term position in Social Welfare, subject to Board approval. Salary and rank are commensurate with qualifications. A completed Ph.D. in Social Work is preferable. Teaching areas include introduction to Social Welfare, Social Welfare as a Social Institution and Social Policy. Candidate should also possess expertise in at least one of the following specialized areas: Women's Issues, Native Issues, Human Service Management and Planning, Multi-culturalism, Health, Education, Post Industrial Society, Law, and Family Violence. Closing date: April 15, 1992. Date of appointment: July 1, 1992. Send curriculum vitae and arrange to have three letters of reference sent to Dr. Ted Chase, Dean of Arts and Science, Nipissing University College, P.O. Box 5002, North Bay, Ontario P1B 8L7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SOCIAL WORK

CARLETON UNIVERSITY - School of Social Work: Subject to budgetary approval, the School of Social Work will be making two preliminary tenure-track appointments at the assistant professor level for the academic year 1992-93. One of these may be split into two half-time appointments. The School seeks candidates able to teach in a range of practice and policy-related courses in the structural context, at both the bachelor's and master's level. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal people, visible minorities and disabled persons. Applications are especially invited from people in these groups with experience and interest in working in these areas. A doctorate in Social Work or related discipline plus social work education, research and practice experience will normally be required. Under specific circumstances candidates may be considered without a doctorate. Please indicate in your application whether you would be prepared to consider a half-time appointment, if offered. Please send letters of application, c.v. and three letters of reference to: Dr. Gillian Walker, Director, School of Social Work, Carleton University, Ottawa, Ontario K1S 5B6. Deadline March 30, 1992.

UNIVERSITY OF REGINA: Faculty of Social Work. Applications are invited for the position of Associate Professor. Candidates for the position will have experience in graduate teaching and research and will be interested in and qualified to assume a leadership role in expanding and strengthening the Faculty's research and scholarship record. The role of the successful candidate will be to engage in graduate and undergraduate teaching and research, supervise theses and

Memorial
University of Newfoundland

DIRECTOR
SCHOOL OF NURSING

Applications and nominations are invited for the position of director, School of Nursing at Memorial University of Newfoundland, St. John's. The appointment is for a period of five years, renewable. The candidate should be an experienced administrator and educator, with the necessary interpersonal skills to provide leadership for ongoing development of programs and research in the school. A candidate with an earned doctorate is preferred.

Memorial has its main campus in St. John's with satellite campuses in Corner Brook, St. Pierre et Miquelon and Harlow, England. The university has approximately 12,000 undergraduates, 4,000 of which are part-time together with 1,100 graduate students. The School of Nursing offers a master of nursing, bachelor of nursing for basic and post-RN students, and diploma programs for RNs in outpost nursing, community and primary health care nursing and nurse-midwifery. The total enrollment is approximately 350. The school is within the Health Sciences Centre, sharing modern facilities with the Faculty of Medicine, School of Pharmacy, and the General Hospital Tertiary Care Center. The school enjoys strong collaborative relationships with teaching hospitals, the Grenfell Regional Health Services and other community health agencies.

The successful candidate must be a professional nurse eligible for registration in the province of Newfoundland and Labrador. Nominations and applications should be submitted by May 1, 1992, to:

Dr. W. Rowe, chair
Search Committee for Director,
School of Nursing
School of Social Work
Memorial University of
Newfoundland
St. John's, NF A1C 5S7

Applications should include a *curriculum vitae* and the names of at least three referees. In accordance with Canadian immigration requirements, priority is given to Canadian citizens and permanent residents of Canada. Memorial University is an equal opportunity employer.

The University of Manitoba
Faculty of Social Work

FACULTY POSITION
(Thompson, Manitoba)

The Faculty of Social Work at the University of Manitoba invites applications for a full-time faculty member (contingent appointment) for the B.S.W. program at Thompson, Manitoba.

The successful applicant will be responsible for classroom teaching and field instruction. There are approximately 60 students in the program and five faculty persons on site.

Desired Qualifications: M.S.W. preferred; B.S.W. and practice experience will be considered; teaching experience with adult learners preferred; demonstrated ability to work with Aboriginal students and organizations; knowledge of/experience in northern settings; familiarity with alternative access programs.

Successful applicants will have experience or expertise in one or both of the following areas: Social Welfare Policy; Social Work and Women's Issues. Rank and salary are dependent upon qualifications and experience. Starting date for the position is JULY 1, 1992.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designed areas. PLEASE NOTE: There are no designated areas at the Thompson location. This advertisement is directed to Canadian citizens and permanent residents.

Please reply in writing to: PROFESSOR RANJAN ROY, CHAIR, RECRUITMENT AND HIRING COMMITTEE, FACULTY OF SOCIAL WORK, UNIVERSITY OF MANITOBA, WINNIPEG, MANITOBA, R3T 2N2. Deadline for receipt of applications is APRIL 1, 1992.

GEOGRAPHY

Subject to budgetary approval, Nipissing University College invites applications for a one-year limited term position at the rank of Assistant Professor, in Physical (Environmental) Geography to commence July 1, 1992. Candidates for the position should possess a Ph.D. (or nearly completed Ph.D.) in some area of physical geography, have a strong commitment and record in undergraduate teaching, and demonstrate a publication record and research interest in an appropriate subfield of physical geography. The successful applicant will be expected to teach upper-level undergraduate courses in an area of specialization (biogeography, Geographic Information Systems, or Pleistocene Geomorphology) as well as introductory courses in Physical Geography and Geology. An interest in Environmental Studies and a course in Regional Geography would also be desired. Closing date: 30 April 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Nipissing offers equal employment opportunities to all qualified applicants. Candidate should submit a curriculum vitae, a written statement of teaching specializations and research interests, and the names of three referees whom you have asked to send letters of reference to Dr. Keith Topps, Chairman, Division of Science and Geography, Nipissing University College, P.O. Box 5002, North Bay, Ontario P1B 8L7, Telephone (705) 474-3450, Ext. 4280; Fax Number (705) 474-1947.

MUSIC

The Department of Music of McMaster University invites applications for a three-year contractually limited appointment at the Assistant Professor level. Candidates should have a Ph.D. or equivalent degree and demonstrate promise in research and teaching. The successful candidate will be expected to teach undergraduate courses in music theory, general musicianship, and history, and contribute to our graduate program in music online dependent upon qualifications; the minimum salary for Assistant Professor in 1992-93 is $39,192.

This appointment, subject to final budgetary approval, will be effective September 1, 1992. Applications will be accepted until May 1, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster offers equal employment opportunities to qualified male and female applicants.

Applications, including *curriculum vitae*, and letters sent by three academic referees, should be addressed to Dr. Alan Walker, Chair, Department of Music, Togo Salmon Hall 430, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M2.

precticum project work, and actively help to develop the work of the Social Administration Research Unit, SARU. The goals of SARU are to conduct, foster and promote collaborative and participatory social administration research and study of primary relevance to social policy and human services development in Saskatchewan. Priority research activities include service delivery and organization; poverty and welfare policy analyses; northern and rural studies; child abuse and child welfare; violence against women and family violence; staffing, education and practice issues; Indian and Aboriginal studies. All faculty members are research associates with SARU. Along with other members of the Faculty, the successful candidate will work towards the further development of the decentralized social work education program, especially in forging the links between undergraduate and graduate studies and with the School of Human Justice, which is an integral part of the Faculty of Social Work. The appointment begins July 1, 1992 and the deadline for receipt of applications is March 31, 1992. Interested candidates may write for further details to: Sharon McKay, Dean, Faculty of Social Work, University of Regina, Regina, Saskatchewan, S4S 0A2 Canada: Telephone: (306) 585-4563; Fax: (306) 585-4872. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to employment equity. We welcome applications from all, especially aboriginal people, people with disabilities, visible minorities and women.

LAKEHEAD UNIVERSITY: The Department of Social Work invites applications for four probationary (tenure-track) positions commencing July 1, 1992. The Department emphasizes a unique nonterm-based, task-centred ecological approach to social work practice and wishes to attract individuals with an interest in helping develop this approach. Teaching areas are available in social policy, administration/management, practice theory, counselling/communication and research. Applicants should have a doctorate in social work or one of the social sciences and a MSW plus several years of practice experience. Interested persons holding doctorates in social science disciplines but without the MSW may also be considered. Previous teaching experience is highly desirable. All positions require proven capacity for research and publishing. Salary and rank are commensurate with qualifications and all appointments are subject to final budgetary approval. Consideration may be given to interested applicants for the position of Department Chair. Desirable qualifications for this position are as above plus previous experience in academic administration. The Department of Social Work currently has a four year honours bachelor of social work degree program (HBSW) and a one year HBSW program for students with a previous bachelors degree. A new MSW program to train advanced generalist practitioners is scheduled to begin in September, 1992. Applicants should submit a current curriculum vitae and the names and addresses of three references to: Dr. J. Gellen, Dean of Arts and Science, 955 Oliver Road, Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities

SOCIOLOGY

CARLETON UNIVERSITY: Department of Sociology and Anthropology. Subject to budgetary approval, applications are invited for a preliminary tenure-track appointment at the level of Assistant Professor of Sociology to teach at the undergraduate and graduate levels in the are of labour process, work and occupations/professions. Candidates with a Ph.D., teaching experience and publications are encouraged to apply. The Department is particularly interested in receiving applications from female candidates. When applying, submit a curriculum vitae, names of three referees, and copies of publications and/or reports of research in progress to: Professor Stephen Richer, Chair, Department of Sociology and Anthropology, Carleton University, Ottawa, Ontario K1S 5B6. Salary will be commensurate with rank and experience. Effective date of employment: July 1, 1993. Application deadline: May 15, 1992. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and disabled persons. Interested persons from these groups are encouraged to apply.

ST.THOMAS UNIVERSITY: The Department of Sociology invites applications for two positions; one probationary (tenure-track) and one limited term, commencing 1 July 1992. Candidates are expected to have a Ph.D in sociology. Salary is dependent on qualifications and experience. The successful candidates will be required to possess expertise in either critical criminology or Atlantic Canada with an ability to cover some combination of the following courses: Canadian society, urban sociology, political sociology, race and ethnic relations, and the sociology of communication. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. St. Thomas University is committed to employment equity for women, native persons, members of visible minority groups and persons with disabilities. Applications will be excepted until 30 March 1992. Send application, including curriculum vitae and three letters of reference to Peter MacDonald, Chair, Department of Sociology, St. Thomas University, Fredericton, N.B. E3B 5G3

BROCK UNIVERSITY: Child Studies. Subject to budgetary approval, the Child Studies Program at Brock University anticipates making an appointment at the Assistant Professor level, either tenure-stream or limited term, effective July 1, 1992. Child Studies is an interdisciplinary program with cross-listed courses and participating faculty from Education, Psychology, Physical Education/Recreation, and Sociology. Candidates must have a completed Ph.D., and teaching experience and an active program of research in child development. Should the position be tenure-stream, strong preference will be given to applicants with demonstrated research promise in developmental disabilities. Please send curriculum vitae, three letters of reference, and examples of five reprints and preprints to Dr. Wm. James Wagner, Director, Child Studies Program, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalances in faculty. Qualified candidates are especially encouraged to apply. Smoking at Brock University is strictly controlled.

UNIVERSITY OF TORONTO - ERINDALE CAMPUS: The Sociology Department (Erindale Campus), University of Toronto, invites applications for a contractually limited teaching appointment at the level of Assistant Professor for a two-year period. Applicants should have completed their Ph.D. and provide evidence of excellent undergraduate teaching. Duties include teaching the equivalent of two and one-half courses per academic year, primarily in research methods and statistics. Experience in another area would strengthen the application. Salary floor $36,800. Address enquiries to Professor Douglas F. Campbell, Erindale College, Mississauga, Ontario L5L 1C6. Appointment effective July 1, 1992. Closing date for receipt of applications, May 1, 1992. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Toronto has an employment equity policy.

STATISTICS & ACTUARIAL SCIENCE

UNIVERSITY OF WATERLOO: Department of Statistics & Actuarial Science. Applications are being accepted for a position as Research Assistant Professor of Statistics beginning January 1, 1993. This is a three-year contractually-limited appointment funded in part by the Institute for Improvement in Quality and Productivity at the University of Waterloo. The successful candidate will have an active and productive research program in an area of industrial statistics, preferably in experimental design and/or reliability. Experience with consulting and teaching in an industrial setting is a definite asset. Salary commensurate with qualifications and experience. The closing date for applications is March 31, 1992. Please submit a curriculum vitae and arrange for three letters of reference to be sent to: Dr. K.S. Brown, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities native peoples, and persons with disabilities.

SURGERY

THE UNIVERSITY OF CALGARY Department of Surgery and the Joint Injury Diseases Research Group invite applications for a full-time academic position in kinematics research and upper extremity surgery. Qualifications include Canadian specialty certification in orthopaedic surgery, a Masters' degree in the area of kinematics research and fellowship training in upper extremity surgery. Teaching skills and a willingness to teach are also required. The successful candidate will be expected to establish an independent research program and complete successfully for salary support from the Canadian Arthritis Society and/or the Medical Research Council of Canada, or for an Alberta Heritage Foundation for Medical Research Clinical Investigator award, and will have 75% of time protected for research. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities. Please submit a curriculum vitae and the names and addresses of three referees by March 31, 1992 to: Dr. C. Frank, Chair, Joint Injury and Diseases Research Group, Department of Surgery, The University of Calgary, 3330 Hospital Drive N.W., Calgary, Alberta T2N 4N1

THE UNIVERSITY OF BRITISH COLUMBIA: Faculty of Medicine - Department of Surgery. A fulltime Faculty position within the Division of Neurosurgery will become available within the Department of Surgery. Applicants should have obtained their Fellowship in the Royal College of Physicians and Surgeons of Canada in Neurosurgery, and be eligible for registration by the College of Physicians and Surgeons of British Columbia. The applicant must have a minimum of a one year approved Fellowship in Pediatric Neurosurgery. The candidate should have demonstrated expertise in clinical epidemiology as evidenced by a minimum of a Masters degree. 50% of the time will be spent in Clinical Epidemiology. Salary will be commensurate with qualifications and experience. This is a grant tenure track position. Anticipated start date is 1st July 1992. This appointment is subject to final budgetary approval. The University of British Columbia encourages qualified women and minority applicants. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Interested applicants should forward a letter of application and updated curriculum vitae by 1st May, 1992 to: Dr. Richard J. Finley, Professor & Head, Department of Surgery, 910 West 10th Avenue, Rm. 3100, 3rd Floor, Laurel Pavilion, Vancouver, B.C. Canada V5Z 4E3.

UNIVERSITY OF SASKATCHEWAN: Director of Surgical Oncology. The Department of Surgery at the University of Saskatchewan seeks applications for an appointment as Director of the Surgical Oncology Service. The successful candidate would hold a full time tenure track faculty appointment in the Department of Surgery; a full time appointment at the Royal University Hospital in Saskatoon and an Assistant Director position with the Saskatoon Cancer Centre. Salary and professorial rank would be commensurate with previous academic experience. The candidate must have Royal College certification in General Surgery and at least two years of accredited post certification training in oncology. Experience in academic oncology practice would be valuable. Recent research activity would be expected. The appointee will be actively involved in undergraduate and postgraduate education. Interested candidates should submit applications with curriculum vitae and names of three referees to: Dr. Roger G. Keith, Professor and Chair, Department of Surgery, University of Saskatchewan, Royal University Hospital, Saskatoon, Saskatchewan, S7N 0X0, Canada. Deadline for applications will be March 31, 1992. The University of Saskatchewan is an equal opportunity employment institution. Preference for this appointment will be given to Canadian applicants in accordance with Canadian immigration policies.

THEOLOGY

UNIVERSITE LAVAL, Faculté de théologie, Professeur ou Professeure en Théologie Pratique ou Pastorale. 1. Définition du poste: Poste régulier à plein temps en théologie pratique ou pastorale dans le domaine de la communication de la foi. 2. Fonctions: Enseignement aux trois cycles dans les divers programmes de la Faculté. Elaboration de programmes de recherche fondamentale et appliquée dans le domaine de la communication de la foi. Participation aux autres activités universitaires et administratives de la Faculté. 3. Qualifications requises: Doctorat en théologie. Les candidatures de personnes en voie d'achever leur doctoral pourront être considérées. Expérience de recherche et d'intervention dans le domaine de la communication de la foi. Expérience d'enseignement universitaire souhaitée. Publications pertinentes souhaitées. L'Université applique un programme d'accès à l'égalité qui consacre la moitié des postes vacants à l'engagement de femmes. Date prévue d'entrée en fonction: le 1er juin 1992. Les candidats et candidates intéressés sont priés de faire parvenir leur "curriculum vitae" avant le 1er avril 1992 à: René-Michel Roberge, doyen, Faculté de théologie (FAS, bureau 840), Université Laval, Québec, P.Q., Canada G1K 7P4.

UNIVERSITÉ LAVAL, Faculté de théologie, Professeur ou Professeure en Ecriture Sainte. 1. Définition du poste: Poste régulier à plein temps en Ecriture sainte dans le domaine de l'Ancien Testament. 2. Fonctions: Enseignement aux trois cycles dans les divers programmes de la Faculté. Recherche en Ecriture sainte. Participation aux autres activités universitaires et administratives de la Faculté. 3. Qualifications requises: Doctorat en théologie avec thèse en Ecriture sainte, ou Licence en Ecriture sainte. Les candidatures de personnes en voie d'achever le Doctorat ou la Licence demandées pourront être considérées. Expérience d'enseignement universitaire souhaitée. Publications scientifiques souhaitées. Connaissances en méthodologie scripturaire, notamment dans les méthods modernes d'analyse des textes. L'Université applique un programme d'accès à l'égalité qui consacre la moitié des postes vacants à l'engagement de femmes. Date prévue d'entrée en fonction: le 1er juin 1992. Les candidats et candidates intéressés sont priés de faire parvenir leur "curriculum vitae" avant le 1er avril 1992 à: René-Michel Roberge, doyen, Faculté de théologie (FAS, bureau 840), Université Laval, Québec, P.Q., Canada G1K 7P4.

TOURISM & HOSPITALITY MANAGEMENT

MOUNT SAINT VINCENT UNIVERSITY invites applications for a full-time, tenure-track position at the Assistant Professor level in the Tourism and Hospitality Management department. Salary is based on Mount Saint Vincent University's Collective Agreement. Qualifications include a Masters degree with industry experience in food and beverage management. Teaching experience is desirable. The position calls for teaching undergraduate courses in food, restaurant and lodging management and operations with special emphasis on food production, purchasing, cost control and customer relations. Other responsibilities include advising students, serving on departmental and university committees, developing proposals and conducting research. Deadline for applications is April 10, 1992. Letters of application with curriculum vitae and the names of three referees should be sent to Dr. Don Shiner, Chair, Tourism and Hospitality Management Department, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. In accordance with Canadian immigration requirements, this notice is directed only to Canadian citizens and landed immigrants. The availability of this position is subject to budgetary approval.

VETERINARY MEDICINE

UNIVERSITY OF GUELPH - ONTARIO VETERINARY COLLEGE: Department of Clinical Studies/Veterinary Teaching Hospital, Staff Veterinarian in Large Animal Medicine. Available July 1, 1992, a contractually limited Department of Clinical Studies/Veterinary Teaching Hospital Staff Veterinarian position in Large Animal Medicine. Appointment, annually based on satisfactory performance, for a maximum of three years. Salary commensurate with training and experience. Qualifications: Applicants must have a DVM or equivalent degree and must be licensed or eligible to be licensed to practice in Ontario. Applicants should have a minimum of three years of post-graduate clinical training, four years preferred (one year internship or equivalent practice experience and two or three years of residency training under ACVIM Board Certified mentors). Responsibilities: Veterinary Teaching Hospital: The Staff Veterinarian will operate and be involved in all aspects of a large animal medicine clinical service including out-of-hours duty (one night in four and one weekend in four). Responsibilities include the supervision of senior veterinary students, interns, and residents assigned to the service; the organization and conduct of ward and sit-down rounds and the clinical evaluation of undergraduate students and post-graduate trainees. Department: The Staff Veterinarian will assist Faculty in the teaching of formal clinical laboratories related to his/her discipline. These Veterinary Teaching Hospital and Department of Clinical Studies/Veterinary Teaching Hospital Staff Veterinarian positions in Large Animal Medicine. Appointment, annually based on satisfactory performance, for a maximum of three years. Salary commensurate with training and experience. Qualifications: Applicants must have a DVM or equivalent degree and must be licensed or eligible to be licensed to practice in Ontario. Applicants should have a minimum of three years of post-graduate clinical training, four years preferred (one year internship or equivalent practice experience and two or three years of residency training under ACVIM Board Certified mentors). Responsibilities: Veterinary Teaching Hospital: The Staff Veterinarian will operate and be involved in all aspects of a large animal medicine clinical service including out-of-hours duty (one night in four and one weekend in four). Responsibilities include the supervision of senior veterinary students, interns, and residents assigned to the service; the organization and conduct of ward and sit-down rounds and the clinical evaluation of undergraduate students and post-graduate trainees. Department: The Staff Veterinarian will assist Faculty in the teaching of formal clinical laboratories related to his/her discipline. These Veterinary Teaching Hospital and Department

Queen's University, Department of Biology:

A research associate position is available for studies concerning the regulatory mechanisms and molecular properties of key enzymes of plant carbohydrate metabolism. Candidates should hold a doctoral degree in plant biochemistry/physiology and have an established background in protein purification and chemical modification, FPLC, HPLC, enzymic/chemical/immunological and radioisotope techniques, spectrophotometry and fluorescence spectroscopy relative to the determination of protein structure. Postdoctoral experience in the areas noted above required. Familiarity with C4 culture is desirable. Stipend in the $20,000 p.a. depending on experience. Term is a three-year position with review at the end of the first year. Closing date: April 14, 1992. The appointment will be made as soon as possible thereafter. Please send a curriculum vitae with the names of two references, and relevant reprints/preprints to: **Dr. William C. Plaxton, Department of Biology, Queen's University, Kingston, Ontario K7L 3N6; Telephone: (613) 545-6150; FAX: (613) 545-6617.** Queen's University has an employment equity programme and encourages applications from all qualified candidates including women, aboriginal peoples, people with disabilities and visible minorities.

MATHEMATICS

Okanagan College, the University-College of the Okanagan, invites applications for replacement positions in MATHEMATICS effective August 4, 1992 to April 30, 1993. The successful candidate may teach first and second year university level courses, as well as service courses for two year diploma programs. The preferred qualification is a Ph.D, however, candidates with a Master's Degree in Mathematics or Statistics, combined with a strong record of post-secondary teaching experience and a commitment to excellence in teaching are encouraged to apply. Salary is $41,000 — $58,940 per annum (typical). Placement on the 1991/92 salary scale is dependent upon qualifications and experience. Salary and working conditions are governed by the Okanagan College Faculty Association Collective Agreement. Interested candidates should submit a curriculum vitae and three letters of reference to the Personnel Office, Okanagan College, 1000 KLO Road, Kelowna, B.C., V1Y 4X8. Please refer to competition number 08FAC92 upon application. Closing date for applications is March 31, 1992.

1841-1991 SESQUICENTENNIAL

QUEEN'S UNIVERSITY FACULTY OF EDUCATION
Invites applications for the following tenure-track positions in TEACHER EDUCATION

Positions:

***Visual Arts Education** — to teach visual arts pedagogy across the Ontario K-OAC education program and to be able to integrate learning in the arts to the total curriculum.

***Curriculum Design and Evaluation** — to teach curriculum design, evaluation, and research methods.

***French and ESL** — to teach and/or co-ordinate French (core and immersion) and ESL pedagogy across the Ontario K-OAC education program.

***Technological Education** — to teach technological education and its applications for Ontario K-OAC programs; to promote the integration of mathematics, science, and technology education; and to encourage the use of computer applications for a wide range of Technological Studies subjects.

Responsibilities:

1. Teaching in the BEd programs (pre-service and in-service) and in the MEd program.
2. Conducting school-based research.
3. Supervision of pre-service students in their teaching practicum and of graduate students.
4. Service within the university and educational communities.

Requirements:

1. Preference will be given to those candidates who have completed or are working toward an EdD or PhD in Education.
2. Research experience with publications.
3. Experience in elementary or secondary teaching or knowledge of the educational system in Canada.

This appointment, subject to the approval of the Principal of Queen's University, is at the rank of an Assistant Professor, beginning 1 September 1992. Salary is commensurate with qualifications and experience.

In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Queen's University has an employment equity programme and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities, and visible minorities. Non-Canadians are also invited to apply.

Applicants should forward a letter of application, a curriculum vitae, one sample of recent professional/scholarly work, and the names and addresses of at least three persons to act as referees by 15 April 1992 to:

Dean Paul Park
Faculty of Education
Queen's University
Kingston, ONT. K7L 3N6
Phone (613) 545-6210
FAX (613) 545-6584

NATIONAL UNIVERSITY OF SINGAPORE

FACULTY OF BUSINESS ADMINISTRATION

LECTURERS/SENIOR LECTURERS/ASSOCIATE PROFESSORS

Applications are invited from candidates who are able to teach in one or more of the following areas at the BBA and MBA levels:

BUSINESS POLICY

Business Policy and Strategy
International Business
Strategic Management
Management of Technology

ORGANISATIONAL BEHAVIOUR

Personnel Management/
Human Resource Management
Comparative Management/
Cross-cultural Studies
Organisational Behaviour
Mass Communication

DECISION SCIENCES

Management Information Systems
Production Management
Service Operations Management

MARKETING

Strategic Marketing
Business Marketing
International Marketing
Marketing Research
Consumer Behaviour

FINANCE AND BANKING

Corporate Finance
Financial Markets and Institutions
International Finance and Banking
Risk Management and Insurance
Accounting

Applicants should possess a PhD degree from an accredited university. Those who expect to complete their doctoral programme soon may also apply. New PhD holders begin their career as Lecturers.

Besides appointments on normal 3-year contracts, visiting appointments for one to two years may be considered.

Gross annual emoluments range as follows:

Lecturer	S$50,390 - 64,200
Senior Lecturer	S$58,680 - 100,310
Associate Professor	S$88,650 - 122,870

(C$1.00 = S$1.40 approximately)

The commencing salary will depend on the candidate's qualifications, experience and the level of appointment offered.

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include: provident fund benefits or an end-of-contract gratuity, a settling-in allowance of S$1,000 or S$2,000, subsidized housing at nominal rentals ranging from S$100 to S$216 p.m., education allowance for up to three children subject to a maximum of S$18,425 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year.

Within the Faculty of Business Administration there is the Centre for Business Research and Development which fosters private sector-university-government interaction in activities relating to business research and development and the Centre for Management of Technology which focuses on research and training on technology management.

All academic staff have access to the following computer and telecommunication resources: an individual microcomputer (an IBM AT-compatible or Apple Macintosh); an IBM mainframe computer with 16 MIPS of computing power; an NEC SX supercomputer with 650 MFLOPS of computing power; departmental laser printers; a wide spectrum of mainframe and microcomputer software; voice-mail. A campus-wide network, which is based on the high speed optical fibre based FDDI technology, links up all the academic staff and student microcomputers, UNIX workstations and provides access to the mainframe computer, the supercomputer, UNIX hosts, the on-line library catalogue, Internet and BITNET.

Application forms and further information on terms and conditions of service may be obtained from:

The Director
Personnel Department
National University of Singapore
10 Kent Ridge Crescent
Singapore 0511

The Director
North America Office
National University of Singapore
55 East 59th Street
New York, N.Y. 10022, U.S.A.
Tel: (212) 751-0331

Enquiries may also be sent through BITNET to: PERLIMMJ @ NUS3090, or through Telefax: (65) 7783948.

mental responsibilities will involve about 80% of the candidate's available time (40 weeks per year). There will be no assigned research or committee responsibilities and minimal lecturing opportunities in this position. The incumbent will be entitled to 4 weeks of vacation and 6 weeks for professional development. The deadline for applications will be April 30, 1992 or until the position is filled. Qualified applicants should submit a curriculum vitae, a statement of short- and long-term career goals and the names of three references to: O.G. Butler, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. Telephone: 519-823-8900, Ext. 4000 or FAX: 519-767-0311. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minority groups, and women. The appointment is subject to final budgetary approval.

WOMEN'S STUDIES

TRENT UNIVERSITY: The Women's Studies Program at Trent University invites applications for a one-year limited term appointment commencing July 1, 1992 at the level of Assistant Professor to teach in the areas of Feminist Theory, Introduction to Women's Studies and a third course, preferably Women and the Environment. This position is subject to budgetary approval. Candidates should have a Ph.D. or equivalent, a research dossier and teaching experience. Applications, including a full curriculum vitae, representative publications and the names of three referees who have been asked to write on the candidate's behalf should be sent to Professor Barbara Marshall, Chair, Women's Studies Program, Trent University, Peterborough, Ontario, K9J 7B8. Deadline for receipt of all materials, including letters of reference is March 31, 1992. Trent University is an employment Equity Employer, and especially invites candidacies from women, aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ZOOLOGY

UNIVERSITY OF ALBERTA: The Department of Zoology is searching for two prospective academic staff members to fill vacancies anticipated to become available July 1, 1993. Applications are invited in any of four areas: 1) Evolutionary Biology, 2) Aquatic Invertebrate Biology, 3) Conservation Biology, or 4) Metabolic Regulation in Vertebrates. For areas 1-4 we are soliciting applications from women who could be nominated for a Natural Sciences and Engineering Research Council of Canada Women's Faculty Award, and for area 4 we encourage any applicants to apply who could be nominated for an Alberta Heritage Foundation for Medical Research Scholarship. Applicants must have a Ph.D. degree or equivalent, and preferably one or more years of postdoctoral experience. Appointments will be at the Assistant Professor level (1991-92 base salary of $38,955 CDN). Each position will involve some teaching responsibilities appropriate to the specialization of the appointee. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit a complete CV, names of three or more referees, and recent reprints to: Dr. R.E. Peter, Chair, Department of Zoology, University of Alberta, Edmonton, Alberta T6G 2E9, Canada; Phone (403-492-3465; FAX 492-7033. The search committee will begin reviewing completed files after May 15, 1992. The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities, and women.

FACULTY EXCHANGE

FACULTY EXCHANGE CENTRE, non-profit organization established in 1973, helps (1) college and university professors to exchange teaching positions, and (2) all educators to interchange houses, with colleagues on this continent and abroad. FEC serves individual faculty as well as whole colleges. For more details send self-addressed envelope to: 952 Virginia Avenue, Lancester, Pa., USA, 17603; 717/393-1130.

ACCOMMODATION

ST. JOHN'S SABBATICAL? 3 bedroom bungalow, developed basement; close to schools & University; available Sept. 1, '92 to Aug. '93; call 709-737-8545.
SABBATICAL SPECIAL - Whale Watch, Beachcomb, Write, Med. 3 bdrm country home w/ocean views, decks, hot tub, 1 Ac., 1 hr Irm Victoria in Sooke, B.C. avil. May 1-Oct 30, to non-smokers. $700 month Call (604) 646-2168 after March 10th. Longer lease possible.
SABBATICAL RENT: in Languedoc. From Sep 1 92 to June 30 93, renovated house in town with all facilities; living and S rooms, 2 baths, 30 min. to Montpellier campus, 30 min. to Nimes airport. $1100 per month. Write Despland, 5 Cap de Vielle, F30260 Quissac Tel 66 77 12 45.
FURNISHED HOUSE FOR RENT: Nice garden, quiet area, very private. Location: Clayton Park (5 mins. from Mt. Saint Vincent & by car 15 mins. from other Universities); Amenities: 2 bedrooms, fully equipped kitchen/laundry facilities, family room with air-light stove, large book collection; available mid August '92 until end June '93. Rent: only $800 per month + utilities (time and rent are negotiable). Apply to: A. Ooreyp Proulx, 8 Scarlet Road, Halifax, N.S. B3M 1L1; Phone: Residence 902-443-1271 Business 902-426-6751 (Proulx).
SABBATICAL LEAVE! Need some peace of mind? Rent (Sept - June) fully winterized home on historic island 1K off the coast of Cape Breton. Magnificent views! All amenities, plus caretaker with boat and farm. Contact: Gerard Naddaf, York University (416) 736-5113
GUELPH: Large, furnished, (four year old) house for rent. Includes living, family and recreation rooms, four bedrooms, two studies, four bathrooms, air conditioning, jacuzzi, sauna. Walking distance U. of Guelph. 35 minute drive McMaster, U. of Waterloo, WLU. 60 minutes bus or train U. of Toronto. Near Hamilton and Toronto bus routes. Available August 15, 1992 to July 31, 1993. Call 519-821-7755.
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VISITING TORONTO? Bed and Breakfast from $50.00 daily. Furnished apartment from $345.00 weekly. No additional tax. Near U. of T. Ashleigh Heritage Home (416) 535-4000.
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OTTAWA: HOUSE FOR RENT - furnished, renovated, 3 bedrooms, 2 baths plus sunroom, woodstove, deck, parking, 6 appliances. Central location near canal, within walking distance of universities, Parliament Hill, market area. Available May 1/92 for 1 year. $1050/mo. plus utilities. Rent reduction in exchange for cat-sitting. Prefer non-smokers, no young children. Call Lorraine; 236-2196 home; 995-9374 office.
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Noticeboard

CALL FOR PAPERS: Journal of History and Politics/Revue d'Histoire et de Politique, an annual journal devoted to articles on special topics of current historical or political interest, is planning an issue for 1992 on the theme of 'The Evolution of Socialism'. Articles on past or present transformations of socialist theory and practice are invited from scholars working in all disciplines and areas. Submissions should be no more than 10 000 words in length, and should reach the journal by June 15, 1992. Contact: M.J. Childs / V.G. Harvey / A.J. Sirrich, Bishop's University, Lennoxville, Quebec, Canada J1M 1Z7 (819) 822-9600, FAX (819) 822-9661
SIR WILFRED GRENFELL COLLEGE (Memorial University of Newfoundland) will hold an interdisciplinary conference on "Myth and Knowledge" in Corner Brook, Newfoundland, May 20-24, 1992, which will assemble scholars from across Canada and the U.S., in disciplines ranging from sciences to humanities. Four distinguished speakers will highlight the four days of proceedings: Jamake Highwater, novelist/essayist, commentator on the arts and founder of the Native Land Foundation; John Casti, mathematician/author (affiliation: Technical University of Vienna); Michael Ondaatje, novelist, poet playwright and filmaker; and Linda Spalding, author and editor. Deadline for abstracts: March 15, 1992. Information: Professor Michael Coyne or Dr. Georg Gunther, Sir Wilfred Grenfell College, Corner Brook, Newfoundland, A2H 6P9, Telephone (709) 637-6333, FAX (709) 639-8125.
CALL FOR PAPERS: The British Association of Canadian Studies and the Association of Canadian Studies in Ireland announce their first joint conference, which will take place in Belfast, Northern Ireland, from 9-12 April, 1992. Papers or workshops (in either English or French) are invited on the theme "Canada: A Nation Dividing?". Suggested subject areas include literature, language and culture, history, geography, politics, Canada/US relations, regionalism, social policy, the environment, and Canadian/Irish links. The keynote speaker will be Mordecai Richler. For further information or to submit papers, contact Dr. Leon B. Litvack, School of History, The Queen's University of Belfast, Belfast BT7 1NN, Northern Ireland, U.K.; FAX 0232-247895.
ABSTRACTS (followed by complete papers) are called for the Third International Conference on Ethico-Economics: Relations Between Ethical Values and Social Institutions, Oct. 8 & 9, 1993, University College of Cape Breton, Sydney, NS. All areas in this theme are acceptable. Technical papers are welcome. Limited travel and accommodation grants will be made available. Reply with abstract and a brief c.v. to the under mentioned by May, 1992 for meeting October deadline of SSHRC application: Professor M.A. Qureshi, Faculty of Social Sciences, University College of Cape Breton, Sydney, N.S. B1P 6L2; (902) 539-5300.
THE INTERNATIONAL JOURNAL, Humenomics, now publishing vol. 8 nos. 1-5, 1992 (Hull, Eng.: Barmarck Publications), is calling for scholarly articles in the areas of ethico-economics, ethics and socio-economic development, ethics and philosophy of science, philosophy of the social sciences, and economic epistemics, history of economic thought in the area of ethico-economics and related fields. Articles are not restricted by length and technical nature. Two copies of articles may be sent to the Editor, Humanomics, Department of Social Sciences, University College of Cape Breton, Sydney, N.S. B1P 6L2; (902)539-5300.
LEARNING TO BUILD COMMUNITIES, an international conference (10-13 May 1992, Whistler, British Columbia), will examine the challenges of building better communities in the context of increasingly rapid economic, political, and social change. This gathering of over 400 participants will adult educators, community development officers, correctional educators, educational administrators, literacy instructors, Native project workers, policymakers, researchers, resource managers, social workers, workplace teachers, and others — will explore the educational strategies and resources needed to build strong and healthy communities. Hosted by the British Columbia Association of Continuing Education Administrators, the North West Adult Education Association, and the Pacific Association for Continuing Education. For more information, write: Learning to Build Communities, Continuing Studies, Simon Fraser University, 515 West Hastings St., Vancouver, B.C. V6B 5K3; fax: (604) 291-5098; tel: (604) 291-5096.
CANOA IN THE WORLD: AGENDA 2000, AN INTERNATIONAL FORUM: An international conference is being organized by the Royal Society of Canada to be held in Ottawa on November 11-14, 1992. Aim: to help Canadians to understand their problems and advantages from a global perspective. Theme: how Canadians should position themselves to meet the challenges of the 21st century. Issues to be addressed: "Middle powers" in the international system; The future of multi-ethnic societies; Competitiveness and social responsibility; Regions, nations and federations in the 21st century. For further information, contact Dr. Judith P. Weinger, Conference coordinator, The Royal Society of Canada, P.O. Box 9734, Ottawa, Ontario K1G 5J4, Canada; Telephone (613) 992-3468; Fax (613) 992-5021.
THE ASSOCIATION OF CANADIAN COLLEGE & UNIVERSITY OMBUSPERSONS AND THE (U.S.) UNIVERSITY & COLLEGE OMBUDSMAN will be holding their first joint conference from April 1-4 in Columbus, Ohio. The conference will be of particular interest to representatives of colleges and universities who are considering the creation of an ombudsoffice or a complaint handling system, as well as to those currently working in the field. For further information, contact Suzanne Beton, University Ombudsperson, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, QC H3G 1M8; Phone 514-848-4964; E-mail: ombuds@vax2.concordia.ca.
THE INSTITUTE OF INTERGOVERNMENTAL RELATIONS at Queen's University announces the release of its annual collection of articles on current affairs affecting Canadian federalism. Canada: The State of the Federation 1991, edited by Douglas M. Brown, contains 8 original essays on a variety of subjects surrounding Canadian federalism today. In contains the views of both relatively new and well-known commentators on the Canadian scene, including Graham Fraser, Terrence Hunsley, Donald Savoie, Donna Tingley, Norman Ruff and Kathy Brock. Price: $18.00 per copy. Information & orders to: The Institute of Intergovernmental Relations, Queen's University, Kingston, Ontario K7L 3N6; tel: (613) 545-2080; fax: (613) 545-6606.
THE CANADIAN SOCIETY OF MICROBIOLOGISTS: National Meeting 1992, June 14-18, (42nd Annual Meeting) Memorial University. Contact Dr. John Gow, Biology Department, Memorial University, St. John's, Newfoundland A1B 3X9. Inquiries concerning the Society and its activities may be made to: CSM Secretariat, 1200E Prince of Wales Drive, Ottawa, Ontario K2C 1M9.
FEMINISMS AND CULTURAL RESISTANCE IN THE AMERICAS: An international meeting of the Union for Democratic Communications, Trent University, Peterborough, Ontario, 7-10 May 1992. Proposals for papers and for panels are invited for the conference. Contributions on the following themes are especially welcome: feminism and grassroots communication; feminism and the reception of media; feminism and cultural resistance; 500 years of resistance; First Nations and cultural resistance; 'race' and cultural resistance; small cities and culturel struggle. Please send ideas, proposals and paper to: Alan O'Connor, UOC Coordinator, Peter Robinson College, Trent University, Peterborough, Ontario, Canada K9J 7B8; FAX (705) 748-1795.
CALL FOR PAPERS: Papers are invited for a conference on the Unity of Knowledge, sponsored by University College, University of Toronto, and Capri Institute for International Social Philosophy, taking place in Rome, Italy, 5-9 May 1992. For information or to submit papers: Peter Morgan, University College, Toronto M5S 1A1.

PHYSICS

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While applicants should be committed to an academic environment, applications are encouraged from both the government and private sectors, as well as from professional academicians.

Applications and nominations should be submitted by April 30, 1992, and should include a curriculum vitae and the names of at least three referees to:

Dr. Denis Stelrs
Vice-President (Academic & Research)
Dalhousie University
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Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

FACULTY OF EDUCATION

Director of Native Indian Teacher Education Program

The Faculty of Education invites applications for a tenure-track position as Director of the Native Indian Teacher Education Program (NITEP). For many years the Faculty has attracted First Nations students to its teacher preparation program and developed a Masters level program, Ts'kel, designed for and by First Nations people. Many graduates are currently teaching in public and Band schools in the Province. The Faculty is known for its commitment to First Nations education.

The Director will have leadership and administrative responsibilities for NITEP, a five-year teacher preparation program. Responsibilities will include supervision of staff, budget development and supervision, program development, and scholarly activities. The Director will work with other faculty, the NITEP Advisory Committee and the Director of the First Nations House of Learning.

Candidates should have a Doctorate degree, Masters degree and considerable experience in schools and with teacher education programs. Candidates should have experience with First Nations communities, organizations and issues, as well as knowledge and understanding of First Nations cultures. Preference will be given to First Nations candidates.

The appointment will be effective July 01, 1992, or as soon after that date as possible, and will be subject to final budgetary approval. Salary and academic rank are commensurate with qualifications and experience. Departmental Home will depend upon the disciplinary background of the successful candidate. Applications and curriculum vitae should be forwarded to Dr. Nancy Sheehan, Dean, Faculty of Education, University of British Columbia, 2125 Main Hall, Vancouver, B.C. V6T 1Z4, no later than March 31, 1992.
In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY of GUELPH

DEAN OF THE COLLEGE OF SOCIAL SCIENCE

The University of Guelph invites applications and nominations for the position of the Dean of the College of Social Science which will become vacant on September 1, 1992.

One of seven Colleges in the University of Guelph, the College of Social Science is committed to a leadership position in undergraduate and graduate teaching and in research. Members of the College are actively involved in a number of innovative and specialized educational programs, many of which are carried out in collaboration with colleagues in other parts of the University. The activities of the College of Social Science are fundamental to the intellectual life of the University.

The College of Social Science has 200 faculty members in five academic departments: Economics, Geography, Political Studies, Psychology and Sociology and Anthropology. The College participates in three undergraduate degree programs, the B.A., B.Sc. and B.Comm., and has about 2,700 students enrolled in these programs. Graduate programs at the Master's and Doctoral levels are offered in Economics, Geography and Psychology and at the Master's level in Political Studies and Sociology and Anthropology. The College also offers an interdepartmental M.A. program in International Development Studies.

Applicants should have a proven record of leadership and achievement in education, research and administration and a broad understanding of the role of the social sciences in universities and society at large. The appointment as Dean will be for a five-year term, renewable for an additional five years and will include a tenured faculty appointment in an appropriate department.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minority groups, and women.

Applications and nominations should be submitted by April 30, 1992 to **Dr. J.R. MacDonald, Vice-President, Academic, University of Guelph, Guelph, Ontario, N1G 2W1.**
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UNIVERSITY of GUELPH

DEAN OF THE COLLEGE OF ARTS

The University of Guelph invites applications and nominations for the position of the Dean of the College of Arts which will become vacant on September 1, 1992.

One of seven Colleges in the University of Guelph, the College of Arts is committed to a leadership position in undergraduate and graduate teaching and in research. Members of the College are actively involved in a number of innovative and specialized programs in education. The activities of the College of Arts are fundamental to the academic and cultural life of the University.

The College of Arts has approximately 100 faculty members in eight academic departments: Drama, English, Fine Art, French Studies, History, Languages and Literatures, Music, and Philosophy. In addition to the major participation in the B.A. degree, which has a current of 3000 students enrolled, the College offers graduate programs at the Master's level in Drama, English, History and Philosophy and at the Ph.D. level in History and Philosophy.

Applicants should have a proven record of leadership and achievement in education and research and a broad understanding of the humanities as they relate to universities and society at large. The appointment as Dean will be for a five-year term, renewable for an additional five years and will include a tenured faculty appointment in an appropriate department.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minority groups, and women.

Applications and nominations should be submitted by April 15, 1992 to **Dr. J.R. MacDonald, Vice-President, Academic, University of Guelph, Guelph, Ontario, N1G 2W1.**
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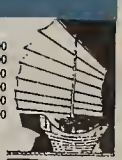

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